

Message

From: Badalamente, Mark [Badalamente.Mark@epa.gov]
Sent: 7/11/2017 5:15:36 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Revised VERA/VSIP Schedule!!!!!!!!!!

Loretta or Debbi –

Would there be any concerns if the letters were sent from my mail box as OECA's SRO? The letters themselves will still be from the Acting AA. It would make production much easier.

From: Hunt, Loretta
Sent: Monday, July 10, 2017 5:58 PM
To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>
Subject: Revised VERA/VSIP Schedule!!!!!!!!!!
Importance: High

HR Community,

The agency has received approval for VERA and VSIP. However, we have to shift the dates as follows:

Notify unions of approval	✓ 7/10/17
Agreement with unions	7/12/17
AAs/RAs send general notification and notice to employees in targeted positions	7/13/17
VERA/VSIP Application Window Open	7/13/17-7/26/17

As you can see, the V/V window will now open 7/13/17 and the notices (general and targeted) should be sent the morning of 7/13/17.

The updated schedule is attached. If you have any questions, please contact me or:

- Debbi Hart at hart.debbi@epa.gov or (202) 564-2011
- Marvin Schulman at schulman.marvin@epa.gov or (202) 564-7778

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/6/2017 8:38:02 PM
To: Coomber, Robert [coomber.robert@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: **Ex. 5 - Deliberative Process**
Attachments: Targetd positions office submissions 7-6-17.xlsx

Bob, per our conversation.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Lane, Vicki [Lane.Vicki@epa.gov]
Sent: 7/3/2017 7:00:21 PM
To: Remmers, Janet [Remmers.Janet@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: V/V Budget Tables update information

Thanks Janet. I'll look into this.

From: Remmers, Janet
Sent: Monday, July 3, 2017 11:48 AM
To: Lane, Vicki <Lane.Vicki@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: V/V Budget Tables update information

The FY19 amount for Row F is not correct.
Please check your formula



Ex. 5 - Deliberative Process

Janet Remmers, Ph.D.
RPROS
Office of Budget/OCFO
Mail code: 2732A
office: 202-564-0548
aws: 301-593-7870

From: Lane, Vicki
Sent: Monday, July 03, 2017 2:44 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Remmers, Janet <Remmers.Janet@epa.gov>
Subject: FW: V/V Budget Tables update information

Revised R9 budget Tables.

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/13/2017 12:47:53 PM
To: Soward, Ruth-Alene [Soward.Ruth-Alene@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: FOR YOUR REVIEW --> VERA/VSIP Email #2: Notice to Employees in Targeted Positions

Looks good.

Sent from my iPhone

On Jul 13, 2017, at 8:42 AM, Soward, Ruth-Alene <Soward.Ruth-Alene@epa.gov> wrote:

Ruth Alene Soward, Director
Office of Resource and Information Management
Office of the Chief Financial Officer
202-566-0985 phone; 202-669-1876 mobile; 202-564-1433 fax
Mail Code 2710A

<OCFO V-V Notice to Employees in Eligible Positions_DRAFT_7-12-2017.docx>

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 6/16/2017 11:14:24 PM
To: Kuhns, Jason [Kuhns.Jason@epa.gov]
Subject: RE: V_V [Ex. 5 - Deliberative Process]

Thanks my friend!

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Kuhns, Jason
Sent: Friday, June 16, 2017 7:12 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: V_V [Ex. 5 - Deliberative Process]

Thanks,
jason

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 7/14/2017 2:49:41 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Any chance

Linda already did something ☺

From: Hart, Debbi
Sent: Friday, July 14, 2017 9:48 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Any chance

We can get some recognition for the VERA/VSIP team (=Loretta, Jason, Gary, Marvin, Detha, Marian) Ex. 5 - Deliberative Process
Ex. 5 - Deliberative Process? Recall the previous V/V team did not get recognized for past rounds.
Thanks for considering.

Also, how are you? Thank goodness it's Friday. I am tired.

Message

From: Terris, Carol [Terris.Carol@epa.gov]
Sent: 7/6/2017 4:42:25 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Response on q for OCFO -- V/V OMB Questions

Ok great

From: Hunt, Loretta
Sent: Thursday, July 06, 2017 10:17 AM
To: Terris, Carol <Terris.Carol@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: Response on q for OCFO -- V/V OMB Questions

Carol,

You can send your response separately but please copy me and Debbi. Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Terris, Carol
Sent: Wednesday, July 05, 2017 5:46 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: Response on q for OCFO -- V/V OMB Questions

Debbi, we had received a question from Jody Barringer at OMB on the OCFO V/V narrative and prepared the following response. Are you responding to other questions from OMB or should we send this separately?

Thanks!

Jody Barringer wrote: As we discussed in the VERA/VSIP meeting, I have a couple of questions related to OCFO's structure that aren't necessary to clear the VERA/VSIP package but would be useful for me to understand as the OCFO examiner. Can you provide me with a response to the following questions:

1. **Ex. 5 - Deliberative Process**

Response:

Ex. 5 - Deliberative Process

-
-
-
-

Ex. 5 - Deliberative Process

2.

Ex. 5 - Deliberative Process

Response:

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 6/8/2017 7:05:16 PM
To: Mahoney, Michael J [Mike.Mahoney@opm.gov]
CC: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: A few quick questions about EPA's upcoming V/V submittal

Importance: High

Hey Mike!

Hope you guys are you're hanging in there—we are trying! Per my v-mail message, I wanted to ask you a few questions re: our informal submittal. I'd like to mostly lay out how our package is coming together. Do you have a few minutes to discuss with me? Thanks in advance. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 6/29/2017 1:12:19 PM
To: Terris, Carol [Terris.Carol@epa.gov]
CC: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: V/V

Importance: High

Carol-- can we pull off having the cost estimate discussion today? Given holiday...

-----Original Message-----

From: Shanahan, Katherine
Sent: Thursday, June 29, 2017 8:23 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: V/V

Hi Loretta

I am having a call with HROs today at 2:30. Since R10 is lead region for OARM and their HRO left, I have been helping them fill the role of Lead Region HRO.

Is there anything you would like me to share with the HROs or would you like the opportunity to speak with them. I know many folks are starting vacations this week so timing is tough. In my own office, I have the comptroller and ARA starting vacation and the person in my office who works with me on these packages is also going on leave after today. So if there is anything we can do to be responsive to the V/V issues, I am happy to facilitate that today

Kathie

Sent from my iPhone

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 6/6/2017 3:31:50 PM
To: Engebretson, Lizabeth [Engebretson.Lizabeth@epa.gov]; Bonner, Jerome [Bonner.Jerome@epa.gov]; Taylor, Jeremy [Taylor.Jeremy@epa.gov]; Cunningham, Bisa [cunningham.bisa@epa.gov]; Corbett, Krysti [Corbett.Krysti@epa.gov]; Coomber, Robert [coomber.robert@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Schulman, Marvin [Schulman.Marvin@epa.gov]; McNeal, Detha [McNeal.Detha@epa.gov]; Hampton, Torrey [hampton.torrey@epa.gov]
Subject: Need to Schedule Regular VERA/VSIP Meetings
Importance: High

I would like to schedule regular V/V meetings for planning and updates on Tuesdays or Thursdays. Please let me know your preference. Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Parker, Gary [parker.gary@epa.gov]
Sent: 6/14/2017 8:25:01 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: Revised V/V Schedule
Attachments: Document1.docx

Debbi,

Here are changes to the schedule based upon our conversation with Donna and all.

R,
Gary

To: Hart, Debbi[Hart.Debbi@epa.gov]
From: Hunt, Loretta
Sent: Thur 7/13/2017 12:42:54 PM
Subject: Fwd: URGENT: Latest Information on VERA/VSIP Notifications,
ORD VERA-VSIP Business Case - 5.24.17.docx
[ATT00001.htm](#)

Ex. 5 - Deliberative Process

Should I try?

Sent from my iPhone

Begin forwarded message:

From: "Vaughan, Pat" <Vaughan.Pat@epa.gov>
Date: July 13, 2017 at 8:35:28 AM EDT
To: "Hunt, Loretta" <Hunt.Loretta@epa.gov>, "Hart, Debbi" <Hart.Debbi@epa.gov>
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Loretta,

Ex. 5 - Deliberative Process

I've attached the email below where we submitted our revised business case on June 8, as well as the document itself.

From: Vaughan, Pat
Sent: Thursday, June 08, 2017 10:14 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>; Kavlock, Robert <Kavlock.Robert@epa.gov>; Robbins, Chris <Robbins.Chris@epa.gov>; Radzikowski, Mary Ellen <Radzikowski.Maryellen@epa.gov>; Blackburn, Elizabeth <Blackburn.Elizabeth@epa.gov>; Steenbock, John <Steenbock.John@epa.gov>; Gonzalez, Daniel <Gonzalez.Daniel@epa.gov>; Kanet, Audrey <kanet.audrey@epa.gov>
Subject: Revised ORD VERA/VSIP Submission

Debbi,

ORD has updated its business case and associated charts with the following changes:

-
-
- **Ex. 5 - Deliberative Process**
-

Ex. 5 - Deliberative Process

Please let me know if you have any questions or if you need us to discuss the changes in more depth with anyone else.

Pat Vaughan

Director, Human Resources Division

ORD/Office of Administrative and Research Support

919-541-4912

Ex. 6 - Personal Privacy (cell)

<https://intranet.ord.epa.gov/oars/home>

From: Hunt, Loretta

Sent: Wednesday, July 12, 2017 7:04 PM

To: Vaughan, Pat <Vaughan.Pat@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>

Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Pat,

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt

Branch Chief

Policy and Accountability Branch

Policy, Planning and Training Division

Office of Human Resources

U.S. EPA

Phone: (202) 564-6963

Email: hunt.loretta@epa.gov

From: Vaughan, Pat

Sent: Wednesday, July 12, 2017 4:49 PM

To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>

Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Ex. 5 - Deliberative Process

Pat Vaughan

Director, Human Resources Division

ORD/Office of Administrative and Research Support

919-541-4912

Ex. 6 - Personal Privacy (cell)

<https://intranet.ord.epa.gov/oars/home>

From: Hunt, Loretta

Sent: Wednesday, July 12, 2017 11:39 AM

To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>

Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>

Subject: URGENT: Latest Information on VERA/VSIP Notifications,

Importance: High

HR Community,

1. Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

2. Ex. 5 - Deliberative Process

3. The application window for VERA/VSIP is 7/13/17 through 7/26/17.

4. An updated schedule is attached.

5.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Documents are attached.

6. The agency's business case and targeted position spreadsheet approved by OPM are attached.

7.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

If you have any questions or concerns, please contact me or Debbi Hart.

Thanks.

Loretta L. Hunt

Branch Chief

Policy and Accountability Branch

Policy, Planning and Training Division

Office of Human Resources

U.S. EPA

Phone: (202) 564-6963

Email: hunt.loretta@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/9/2017 11:11:43 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: Potential V/V Themes

FYI.

From: Vizian, Donna
Sent: Tuesday, May 09, 2017 6:49 PM
To: Heard, Anne <Heard.Anne@epa.gov>; 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Potential V/V Themes

Hi Anne – I apologize for the delay. R9 is the only regional submission. I did not read it as a submission on behalf of the regions.

Have a good evening.
Donna

From: Heard, Anne
Sent: Tuesday, May 09, 2017 9:48 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Potential V/V Themes

Donna,

On the chart below does R9 represent a compilation of all regions? Thank you for sharing. VAH

From: Vizian, Donna
Sent: Monday, May 8, 2017 6:27 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Potential V/V Themes

Hi Everyone – hot off the press, attached are the proposals send in by each office. Also, below is a summary.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/9/2017 9:17:43 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: Potential V/V Themes

Can you please update the chart? I want you to have the master. ☺

From: Hart, Debbi
Sent: Tuesday, May 09, 2017 4:50 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: RE: Potential V/V Themes

Ex. 5 - Deliberative Process

From: Vizian, Donna
Sent: Tuesday, May 09, 2017 3:04 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: FW: Potential V/V Themes

From: Minoli, Kevin
Sent: Tuesday, May 09, 2017 1:56 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Packard, Elise <Packard.Elise@epa.gov>
Subject: RE: Potential V/V Themes

Hi Donna-

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process Thanks, Kevin

Kevin S. Minoli
Acting General Counsel
Office of General Counsel
US Environmental Protection Agency
Main Office Line: 202-564-8040

From: Vizian, Donna
Sent: Monday, May 08, 2017 6:27 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>

Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Potential V/V Themes

Hi Everyone – hot off the press, attached are the proposals send in by each office. Also, below is a summary.

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/9/2017 8:50:21 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: Potential V/V Themes

Ex. 5 - Deliberative Process

From: Vizian, Donna
Sent: Tuesday, May 09, 2017 3:04 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: FW: Potential V/V Themes

From: Minoli, Kevin
Sent: Tuesday, May 09, 2017 1:56 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Packard, Elise <Packard.Elise@epa.gov>
Subject: RE: Potential V/V Themes

Hi Donna

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks, Kevin

Kevin S. Minoli
Acting General Counsel
Office of General Counsel
US Environmental Protection Agency
Main Office Line: 202-564-8040

From: Vizian, Donna
Sent: Monday, May 08, 2017 6:27 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Potential V/V Themes

Hi Everyone – hot off the press, attached are the proposals send in by each office. Also, below is a summary.

Ex. 5 - Deliberative Process

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/24/2017 5:00:36 PM
To: Erikson, Linda [Erikson.Linda@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
CC: Engebretson, Elizabeth [Engebretson.Lizabeth@epa.gov]; Jimenez, Elaine [Jimenez.Elaine@epa.gov]
Subject: RE: Latest numbers for VERA/VSIP

Linda,

LV SSC can assist you. I've copied them for awareness.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Erikson, Linda
Sent: Monday, July 24, 2017 12:52 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Latest numbers for VERA/VSIP
Importance: High

Hi Debbi and Loretta,

I left you a voice mail as well, the ARA is asking me to obtain the latest numbers in preparation for an all staff meeting/update tomorrow specifically on VERA/VSIP. Her Deputy would like to meet with me at noon (3 pm your time) to discuss the numbers and prepare messaging.

Thanks so much, sorry for the short turn-around.

Linda Erikson

HR Specialist

U.S. Environmental Protection Agency | Region 10

C: Ex. 6 - Personal Privacy D: 206-553-1191 | F: 206-553-1809

Message

From: Milton, Laura [Milton.Laura@epa.gov]
Sent: 5/23/2017 8:55:01 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: EPA Workforce Reshaping Information

I'm so glad you love hearing from us ;)

Sent from my Windows Phone

From: Hart, Debbi
Sent: 5/23/2017 4:45 PM
To: OHR PMOs; RHRO
Cc: Hitchens, Lynnann; Carpenter, Wesley; Gray, Linda; Hunt, Loretta; Parker, Gary; Showman, John; Vizian, Donna
Subject: FW: EPA Workforce Reshaping Information

All-

Just a reminder of what we are looking for in your VERA/VSIP submission.

Your office submittals will be compiled into one, agency-level VERA/VSIP proposal that will ultimately be submitted to OPM and OMB for review and approval. Your program or regional office must provide the following documentation to Debbi Hart, director, Policy, Planning and Training Divisions, **no later than May 24, 2017.**

- 1.
- 2.
- 3.

Ex. 5 - Deliberative Process

Should you have questions, please contact Debbi Hart or Loretta Hunt- we love hearing from you.

List of Attachments

- 1.
- 2.
- 3.

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Monday, April 17, 2017 5:01 PM

To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>

Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>

Subject: EPA Workforce Reshaping Information

Importance: High

Hi Everyone,

Following up on Mike's message, attached is the material to guide you through your workforce reshaping submission which should focus on your current organizational structure and achieving efficiencies. As we agreed, the first step will be for each NPM to work with the lead region to draft a proposal for their programs where appropriate. The submission should be no more than one page and sent to Debbi Hart with a copy to me by May 5th. OARM will compile this information and schedule a meeting for us to discuss. This does not prohibit a reshaping that is specific to your office.

Ex. 5 - Deliberative Process

Your office submittals will be compiled into one, agency-level VERA/VSIP proposal that will ultimately be submitted to OPM and OMB for review and approval. Your program or regional office must provide the following documentation to Debbi Hart, director, Policy, Planning and Training Divisions, **no later than May 24, 2017**.

1.

Ex. 5 - Deliberative Process
- 2.
- 3.

Should you have questions, please contact me at (202) 564-4600 or Linda Gray, director, Office of Human Resources, at (202) 564-4606. Please have your staff contact Debbi Hart or Loretta Hunt.

Best,
Donna

List of Attachments

1.

Ex. 5 - Deliberative Process
- 2.
- 3.
- 4.
- 5.
6. VERA and VSIP Guides from OPM – provide additional details on the two authorities.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/25/2017 1:27:47 PM
To: Monroe, Scott [Monroe.Scott@epa.gov]
CC: Shaw, Betsy [Shaw.Betsy@epa.gov]; Kutzke, Julie [Kutzke.Julie@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: RE: OAR's VERA/VSIP proposal

Scott-

Thanks for your submittal. We've begun our reviews and will let you know if we have questions. Could you please send us your current org chart? Thanks again! Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Monroe, Scott
Sent: Wednesday, May 24, 2017 4:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Shaw, Betsy <Shaw.Betsy@epa.gov>; Kutzke, Julie <Kutzke.Julie@epa.gov>; Monroe, Scott <Monroe.Scott@epa.gov>
Subject: OAR's VERA/VSIP proposal

Hi Debbi,

Please find attached documents constituting OAR's VERA/VSIP proposal, as requested by Acting Assistant Administrator Donna Vizian on April 17. We are not sending organization charts as explained in the proposal. Please contact me or Julie Kutzke (564-2989) with questions or if you need further information.

Scott Monroe
Program Management Official
Office of Air and Radiation
Mail Code 6101A
Clinton North Room 5435A
tel: 202-564-1271
fax: 202-501-0600

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 4/13/2017 9:32:50 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: EPA Workforce Reshaping Information

Looks good.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Thursday, April 13, 2017 5:00 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: FW: EPA Workforce Reshaping Information

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi
Sent: Thursday, April 13, 2017 4:58 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: EPA Workforce Reshaping Information

Greetings EPA Colleagues-

Ex. 5 - Deliberative Process

Your office submittals will be compiled into one agency-level VERA/VSIP proposal that will ultimately be submitted to OPM and OMB for review and approval. Your program or regional office must provide the following documentation to Debbi Hart, director, Policy, Planning and Training Divisions, **no later than May 15, 2017**.

- Ex. 5 - Deliberative Process

: **Ex. 5 - Deliberative Process**

Should you have questions, please contact me at (202) 564-4600 or Linda Gray, director, Office of Human Resources, at (202) 564-4606.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/16/2017 5:33:41 PM
To: Corbett, Krysti [Corbett.Krysti@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Cooper, Marian [Cooper.Marian@epa.gov]
CC: Coomber, Robert [coomber.robert@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: RE: Union Workforce Restructuring Briefing on 5/24

We are meeting with John/Donna tomorrow

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

DH

From: Corbett, Krysti
Sent: Tuesday, May 16, 2017 12:07 PM
To: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Cooper, Marian <Cooper.Marian@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Coomber, Robert <coomber.robert@epa.gov>
Subject: Union Workforce Restructuring Briefing on 5/24

Hey Folks,

We agreed to have an informal QA session with the unions and Donna on 5/24 concerning workforce restructuring. We have a pre-brief with Donna on 5/23.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Krysti Corbett
Director
Labor and Employee Relations Division
Office of Human Resources
U.S. Environmental Protection Agency
1200 Pennsylvania Avenue, N.W.
WJC North 6317A
Washington DC 20460
Mail Code 3602A
Desk Phone: (202) 564-6295
Mobile: **Ex. 6 - Personal Privacy**
corbett.krysti@epa.gov

Message

From: Kuhns, Jason [Kuhns.Jason@epa.gov]
Sent: 5/25/2017 4:35:02 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Schulman, Marvin [Schulman.Marvin@epa.gov]; Hampton, Torrey [hampton.torrey@epa.gov]; McNeal, Detha [McNeal.Detha@epa.gov]
Subject: RE: R7's VV submittal

This may occur in more than Region 7.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Just an fyi.

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hunt, Loretta
Sent: Thursday, May 25, 2017 12:07 PM
To: Brincks, Mike <brincks.mike@epa.gov>; Krehbiel, Ben <Krehbiel.Ben@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Kuhns, Jason <Kuhns.Jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>; Hampton, Torrey <hampton.torrey@epa.gov>; McNeal, Detha <McNeal.Detha@epa.gov>
Subject: RE: R7's VV submittal

Mike,

Ex. 5 - Deliberative Process

Please let me know if you have any questions or concerns. Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Wednesday, May 24, 2017 3:17 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Willig, Jeanine <willig.jeanine@epa.gov>; Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: FW: R7's VV submittal

Second!

From: Brincks, Mike
Sent: Wednesday, May 24, 2017 1:43 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Krehbiel, Ben <Krehbiel.Ben@epa.gov>; Chu, Ed <Chu.Ed@epa.gov>;
Flournoy, Karen <Flournoy.Karen@epa.gov>
Subject: R7's VV submittal

Hi Debbi,

R7's VV package attached.

If you have any questions on the specifics, please contact my Deputy, Ben Krehbiel (913-551-7106) or me.

Thanks,

Mike



Mike Brincks

Assistant Regional Administrator
Office of Policy & Management
US Environmental Protection Agency, Region 7
11201 Renner Boulevard
Lenexa, KS 66219
Office: 913-551-7799
brincks.mike@epa.gov

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 5/9/2017 7:03:54 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: FW: Potential V/V Themes

From: Minoli, Kevin
Sent: Tuesday, May 09, 2017 1:56 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Packard, Elise <Packard.Elise@epa.gov>
Subject: RE: Potential V/V Themes

Hi Donna

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process Thanks, Kevin

Kevin S. Minoli
Acting General Counsel
Office of General Counsel
US Environmental Protection Agency
Main Office Line: 202-564-8040

From: Vizian, Donna
Sent: Monday, May 08, 2017 6:27 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Potential V/V Themes

Hi Everyone – hot off the press, attached are the proposals send in by each office. Also, below is a summary.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/9/2017 5:55:21 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: FW: Potential V/V Themes

Did you answer? I think the answer is it's only for R9 but thought I better check?

From: Heard, Anne
Sent: Tuesday, May 09, 2017 9:48 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Potential V/V Themes

Donna,

On the chart below does R9 represent a compilation of all regions? Thank you for sharing. VAH

From: Vizian, Donna
Sent: Monday, May 8, 2017 6:27 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Potential V/V Themes

Hi Everyone – hot off the press, attached are the proposals send in by each office. Also, below is a summary.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/10/2017 3:16:27 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: FW: Workforce Planning Toolkit for OEI
Attachments:

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi
Sent: Wednesday, November 06, 2013 7:02 PM
To: Wynn, Renee <Wynn.Renee@epa.gov>; Noga, Vaughn <Noga.Vaughn@EPA.GOV>; Layne, Arnold <Layne.Arnold@epa.gov>; Young, Brenda <young.brenda@epa.gov>; Young, Robbie <Young.Robbie@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>; Curtis, Lewis <Curtis.Lewis@epa.gov>; Freeman, Angela <Freeman.Angela@epa.gov>; Kantrowitz, Susan <Kantrowitz.Susan@epa.gov>; Bednar, Georgia <bednar.georgia@epa.gov>
Subject: Workforce Planning Toolkit for OEI

Greetings-

Please find attached information for your consideration

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Please share this information with your staff that will be supporting this effort in advance of our initial meeting. Feel free to contact me or your Tiger Team leader, Loretta Hunt (hunt.loretta@epa.gov; 202.564.6963) directly with any questions you may have. Thank you—we look forward to working with you!

Debbi Hart
Chief, Human Capital Planning Branch
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/19/2017 3:16:37 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: Mike's mass mailer

Yes.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Wednesday, July 19, 2017 11:06 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Fwd: Mike's mass mailer

The answer is yes, correct?

Begin forwarded message:

From: "Flynn, Mike" <Flynn.Mike@epa.gov>
Date: July 19, 2017 at 11:05:19 AM EDT
To: "Vizian, Donna" <Vizian.Donna@epa.gov>
Subject: Re: Mike's mass mailer

Looks good. One question: is there a scenario whereby an employee could qualify for Vera and visip?

Mike Flynn
Acting Deputy Administrator
U.S. Environmental Protection Agency
(202) 564- 4711

Sent from my iPhone

On Jul 19, 2017, at 10:58 AM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Begin forwarded message:

From: "Wheeler, Kimberly" <Wheeler.Kimberly@epa.gov>
Date: July 19, 2017 at 10:56:53 AM EDT
To: "Vizian, Donna" <Vizian.Donna@epa.gov>
Subject: RE: Mike's mass mailer

Dear Colleagues,

Ex. 5 - Deliberative Process

Mike Flynn
Acting Deputy Administrator

-----Original Message-----

From: Vizian, Donna
Sent: Wednesday, July 19, 2017 10:51 AM
To: Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
Subject: Mike's mass mailer

Kim in the 1st paragraph can you delete **Ex. 5 - Deliberative Process**
Ex. 5 - Deliberative Process and email it to me please.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/19/2017 2:52:11 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
CC: Parker, Gary [parker.gary@epa.gov]
Subject: RE: V/V - request from the COS

Importance: High

I'm not working this piece in bc it doesn't seem to flow with the rest.

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Wednesday, July 19, 2017 8:50 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Re: V/V - request from the COS

Yes. Thanks. Will check in on a break.

On Jul 19, 2017, at 8:42 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Checking in-- Is this all we are missing? (We are working on both items now.)

Ex. 5 - Deliberative Process

From: Hunt, Loretta
Sent: Tuesday, July 18, 2017 6:59 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Parker, Gary <parker.gary@epa.gov>
Subject: RE: V/V - request from the COS
Importance: High

Donna, per our conversation

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 3:37 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Flynn, Mike <Flynn.Mike@epa.gov>
Subject: V/V - request from the COS

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/19/2017 12:58:04 PM
To: Parker, Gary [parker.gary@epa.gov]
Subject: FW: V/V - request from the COS

Importance: High

Did you see this??

From: Hunt, Loretta
Sent: Tuesday, July 18, 2017 7:04 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Subject: FW: V/V - request from the COS
Importance: High

In re: to RPMs and OSCs

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

From: Hunt, Loretta
Sent: Tuesday, July 18, 2017 6:59 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Parker, Gary <parker.gary@epa.gov>
Subject: RE: V/V - request from the COS
Importance: High

Donna, per our conversation

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 3:37 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Flynn, Mike <Flynn.Mike@epa.gov>
Subject: V/V - request from the COS

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/11/2017 3:41:34 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: EPA's Workforce Reshaping Efforts (for OMB)

Ex. 5 - Deliberative Process

From: Showman, John
Sent: Thursday, May 11, 2017 9:41 AM
To: Bloom, David <Bloom.David@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>
Subject: EPA's Workforce Reshaping Efforts (for OMB)

DAVID/CAROL --- Here is information to share with Mike Hickey --- let me know if you have any questions. Thanks.

EPA is currently considering and preparing for strategic workforce reshaping options to effectively and efficiently align the agency's workforce with current or anticipated requirements. This includes:

Use of VERA/VSIP

- The agency's senior leadership is currently identifying themes for a potential FY2017 VERA/VSIP proposal.

Initial Preparation Efforts Associated with a Reduction in Force

- In March, OARM's HR Shared Service Centers began a review and validation of Performance Ratings for all employees covering the last four years. This included identifying and tracking down any missing ratings and ensuring that all ratings had been properly entered into our personnel management system.
- OARM conducted research and reviewed revised OPM issuances regarding Reduction in Force and Workforce Restructuring.
- OARM consulted with the Office of Personnel Management regarding the RIF process, Competitive Areas and Competitive Levels, as well as opportunities to engage assistance from OPM should we enter into a RIF process.
- The Agency reviewed its RIF Policy and competitive areas.
- The Agency has established new competitive levels in order to effectively run a Reduction in Force.
- In 2013 several EPA HR Operations and Policy staff attended Reduction in Force Training provided by the USDA Graduate School. The Agency is exploring training opportunities with the USDA Graduate School and/or Office of Personnel Management for additional employees.

John L Showman III, Acting Principal Deputy Assistant Administrator
Office of Administration and Resources Management
US Environmental Protection Agency

CONFIDENTIALITY: This communication may contain privileged or other confidential information. If you are not the intended addressee, or believe you have received this communication in error, you may neither copy, disseminate, nor distribute it to anyone else or use it in any unauthorized manner; to do so is strictly prohibited and may be unlawful. If you receive this email by mistake, please advise the sender immediately by using the reply facility in your mail software and delete it from your computer. "Information in this message may be subject to the Privacy Act (5 USC 552a) and should be treated accordingly."

Message

From: Hart, Debbi [Hart.Debbi@epa.gov]
Sent: 5/8/2017 2:34:13 AM
To: Fine, Steven [fine.steven@epa.gov]
CC: Vizian, Donna [Vizian.Donna@epa.gov]; Simon, Harvey [Simon.Harvey@epa.gov]; Maher, Karen [Maher.Karen@epa.gov]; Gutshall, Renee [Gutshall.Renee@epa.gov]; Braxton, Marilyn [Braxton.Marilyn@epa.gov]
Subject: Re: OEI's draft VERA/VSIP themes

Got it- thanks.

Sent from my iPhone

On May 7, 2017, at 12:54 PM, Fine, Steven <fine.steven@epa.gov> wrote:

Debbi,

Here are OEI's draft VERA/VSIP themes. I apologize these are late.

Steve

<DRAFT OEI Themes VERA VSIP.docx>

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/6/2017 5:55:06 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: a few more questions

Has

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

From: Hart, Debbi
Sent: Thursday, April 06, 2017 12:49 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: VERA/VSIP guidance

Is this what you were referencing?

VSIP Guidance

VSIPs are an option for increasing voluntary attrition in agencies that are downsizing or restructuring. Besides providing an incentive for employees to voluntarily retire or resign to avoid potential reduction in force actions, the agency may also offer VSIP to employees in safe positions that could then provide placement opportunities for employees holding surplus positions. P. 2

VERA Guidance

If the agency receives a VERA authority, the defined goals will assist the agency in monitoring the authority and, if necessary, to adjust the option while it is underway (for example, to close the VERA option after reaching the agency's workforce targets). P.3

The most important item for an agency to consider in maximizing the positive benefits of VERA is the agency's ability to accurately target the positions covered by the option. For example, to minimize the disruption of a reduction in force, the agency could target VERA for positions where (1) the incumbent is a displaced employee, or (2) an employee in a continuing position may retire early, allowing the agency to place an employee who would otherwise be involuntarily separated in the vacant position. P.6

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/24/2017 7:22:21 PM
To: Manna, Richard [Manna.Richard@epa.gov]
CC: Pastalove, Barbara [Pastalove.Barbara@epa.gov]; Rubel, Robert [Rubel.Robert@epa.gov]; Pace, Donald [Pace.Donald@epa.gov]
Subject: RE: Final V-V Documents

Hello Rich and R2 team! Thanks very much for your submission. We will contact you with any questions. Debbi

P.S. We are hanging in there—for now... ☺

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Manna, Richard
Sent: Wednesday, May 24, 2017 2:24 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Pastalove, Barbara <Pastalove.Barbara@epa.gov>; Rubel, Robert <Rubel.Robert@epa.gov>; Pace, Donald <Pace.Donald@epa.gov>
Subject: Final V-V Documents

Hi Debbi – hope all is well with you. Attached please find our V/V submission as requested. Please let Barbara Pastalove, Robert Rubel or me know if you have any questions.

Rich

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 7/19/2017 12:50:28 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: V/V - request from the COS

Yes. Thanks. Will check in on a break.

On Jul 19, 2017, at 8:42 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Checking in--

Ex. 5 - Deliberative Process

-
-

Ex. 5 - Deliberative Process

From: Hunt, Loretta

Sent: Tuesday, July 18, 2017 6:59 PM

To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>

Cc: Parker, Gary <parker.gary@epa.gov>

Subject: RE: V/V - request from the COS

Importance: High

Donna, per our conversation

-
-
-
-
-
-

Ex. 5 - Deliberative Process

Examples of targeted positions

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 3:37 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Flynn, Mike <Flynn.Mike@epa.gov>
Subject: V/V - request from the COS

Hi I just came from Ryan's office. Here is what he is seeking:

- <!--[if !supportLists]--><!--[endif]-->A communication from Mike Flynn to all employees reminding them that the application period is open. Like it to go out tomorrow
- <!--[if !supportLists]--><!--[endif]-->I need the OLEM and ORD business cases
- <!--[if !supportLists]--><!--[endif]-->He would like examples of jobs (in English) and grades in the package. Can we get the number of people eligible to retire in the pool?
- <!--[if !supportLists]--><!--[endif]-->Also need a description of what was in our packages last time around added to the attached. Please do in track changes so he can see it
- <!--[if !supportLists]--><!--[endif]-->Need to tell a story about ORD. Let me know if you have any ideas.

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/6/2017 4:49:19 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
BCC: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: VERA/VSIP guidance

Is this what you were referencing?

VSIP Guidance

VSIPs are an option for increasing voluntary attrition in agencies that are downsizing or restructuring. Besides providing an incentive for employees to voluntarily retire or resign to avoid potential reduction in force actions, the agency may also offer VSIP to employees in safe positions that could then provide placement opportunities for employees holding surplus positions. P. 2

VERA Guidance

If the agency receives a VERA authority, the defined goals will assist the agency in monitoring the authority and, if necessary, to adjust the option while it is underway (for example, to close the VERA option after reaching the agency's workforce targets). P.3

The most important item for an agency to consider in maximizing the positive benefits of VERA is the agency's ability to accurately target the positions covered by the option. For example, to minimize the disruption of a reduction in force, the agency could target VERA for positions where (1) the incumbent is a displaced employee, or (2) an employee in a continuing position may retire early, allowing the agency to place an employee who would otherwise be involuntary separated in the vacant position. P.6

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/12/2017 8:07:48 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: FW: Additional Info
Attachments: Scanned from a Xerox Multifunction Printer.pdf

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

-----Original Message-----

From: Vizian, Donna
Sent: Wednesday, April 12, 2017 1:14 PM
To: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Cooper, Marian <Cooper.Marian@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>
Subject: FW: Additional Info

This is the additional guidance that is in MAX. The guidance provides more detail on performance management and states that our long-term workforce reduction plan must be reflected on the Agency's Human Capital Operating Plan.

-----Original Message-----

From: Showman, John
Sent: Wednesday, April 12, 2017 11:05 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Additional Info

I went into OMB MAX and printed out these appendix that has more info on "Comprehensive Plan for Reforming the Fed Govt and Reducing the Federal Civilian Workforce"

-----Original Message-----

From: eoc_it@epa.gov [mailto:eoc_it@epa.gov]
Sent: Wednesday, April 12, 2017 10:00 PM
To: Showman, John <Showman.John@epa.gov>
Subject: Scanned from a Xerox Multifunction Printer

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Printer.

Attachment File Type: pdf, Multi-Page

Multifunction Printer Location:
Device Name: MW-COOP-105-Xerox6400xf

Mount Weather COOP
Xerox Work Center

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/19/2017 12:43:40 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: V/V - request from the COS

Importance: High

Thanks Loretta

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

From: Hunt, Loretta
Sent: Tuesday, July 18, 2017 6:59 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Parker, Gary <parker.gary@epa.gov>
Subject: RE: V/V - request from the COS
Importance: High

Donna, per our conversation

Ex. 5 - Deliberative Process

Examples of targeted positions

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vizian, Donna

Sent: Tuesday, July 18, 2017 3:37 PM

To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>

Cc: Flynn, Mike <Flynn.Mike@epa.gov>

Subject: V/V - request from the COS

Hi I just came from **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/22/2017 8:11:10 PM
To: Vaughan, Pat [Vaughan.Pat@epa.gov]
CC: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: RE: VERA/VSIP Business Case ?

Hey Pat!

Trying to catch up here... see my responses below in **bold**. Let me know if other questions arise. D

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vaughan, Pat
Sent: Monday, May 22, 2017 1:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: VERA/VSIP Business Case ?

Debbi,

On the budget information part of

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Pat Vaughan
Director, Human Resources Division
ORD/Office of Administrative and Research Support
919-541-4912
919-406-4424 (cell)
<https://intranet.ord.epa.gov/oars/home>

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/5/2017 4:24:00 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: EMC Follow-up

Hey—we will need to pull out the Toolkit to see what can be helpful beyond what we already pulled together.

From: Hart, Debbi
Sent: Wednesday, April 05, 2017 10:13 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Cooper, Marian <Cooper.Marian@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>
Subject: Re: EMC Follow-up

We have the V/V eligibility reports for each program and regional office.
We can also look through ALL the related info we have in our V/V toolkit to find relevant guidance for folks. We can pull items and share with you in advance. DH

Sent from my iPhone

On Apr 5, 2017, at 9:44 AM, Showman, John <Showman.John@epa.gov> wrote:

I think Debbi and Jason have been preparing the individual reports for programs and regions. If they are ready we should try and get the info out early next week.

Sent from my iPhone

On Apr 5, 2017, at 9:41 AM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

No date specific but folks are anxious

On Apr 5, 2017, at 9:33 AM, Cooper, Marian <Cooper.Marian@epa.gov> wrote:

Ex. 5 - Deliberative Process

Thanks,
Marian

Marian Pechmann Cooper
Chief of Staff
Office of Administration and Resources Management
William Jefferson Clinton Federal Building-NORTH (3330)
Washington, DC 20460
office number -- 202 564-0620

office fax -- 202 564-0233

<image003.png>

<EPA VERA-VSIP Template Rev.doc>

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/12/2017 7:47:28 PM
To: Mahoney, Michael J [Mike.Mahoney@opm.gov]
Subject: Quick questions on V/V

Hello Mike-

Hope all is well? Per my v-mail message, can you please

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks in advance! Debbi

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/19/2017 12:42:23 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: FW: V/V - request from the COS

Importance: High

Checking in- **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

From: Hunt, Loretta
Sent: Tuesday, July 18, 2017 6:59 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Parker, Gary <parker.gary@epa.gov>
Subject: RE: V/V - request from the COS
Importance: High

Donna, per our conversation

Ex. 5 - Deliberative Process

Examples of targeted positions

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 3:37 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Flynn, Mike <Flynn.Mike@epa.gov>
Subject: V/V - request from the COS

Hi I just came from **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

Message

From: Parker, Gary [parker.gary@epa.gov]
Sent: 5/22/2017 7:58:00 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
CC: Willig, Jeanine [willig.jeanine@epa.gov]; Kuhns, Jason [Kuhns.Jason@epa.gov]
Subject: 05222017 2pm VERA VSIP Major Themes For Agency.xlsx
Attachments: 05222017 2pm VERA VSIP Major Themes For Agency.xlsx

Debbi,

Here is updated sheet to include: AO update, permanent employee count, OIG tab removal, summary changes and spoke with Vicki finally and R9 tab is good to go.

R,
Gary

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/12/2017 6:24:52 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: Updated template from OPM
Attachments: VERA VSIP - Combined template, March 2013.doc

I'm noticing that

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 1:07:55 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: V/V

I got it Loretta

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 9:07 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Re: V/V

Just need # in the pool

On Jul 18, 2017, at 9:03 AM, Hunt, Loretta <Hunt.Loretta@epa.gov> wrote:

Donna, does the following work, or do you need more?

EPA's VERA/VSIP Authority

Ex. 5 - Deliberative Process

Sent from my iPhone

On Jul 17, 2017, at 7:11 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Did you guys do a summary of the business case? I need something for Ryan

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/12/2017 6:03:49 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: updated files
Attachments: Guiding Questions WFP revApril2017.docx; VV ExampleTheme&JustificationsApril2017.docx

Review and let me know your thoughts. I'm going to look at crafting the note from Donna.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/31/2017 5:10:28 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: V/V

?? anything you've heard of? Please stay tuned.

From: Hart, Debbi
Sent: Friday, March 31, 2017 1:09 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: RE: V/V

no. **Ex. 5 - Deliberative Process**

From: Vizian, Donna
Sent: Friday, March 31, 2017 11:50 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: V/V

Ex. 5 - Deliberative Process

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/18/2017 1:03:11 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: V/V

Donna, does the following work, or do you need more?

EPA's VERA/VSIP Authority

Ex. 5 - Deliberative Process

Sent from my iPhone

On Jul 17, 2017, at 7:11 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Did you guys do a summary of the business case? I need something for Ryan

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/31/2017 5:09:22 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: V/V

no.

Ex. 5 - Deliberative Process

From: Vizian, Donna
Sent: Friday, March 31, 2017 11:50 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: V/V

Ex. 5 - Deliberative Process

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 3/31/2017 3:49:52 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: V/V

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/11/2017 10:59:39 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: Interesting fact

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/11/2017 4:46:26 PM
To: Showman, John [Showman.John@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]
CC: Bell, Matthew [Bell.Matthew@epa.gov]; Marian Cooper [Cooper.Marian@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: V/V windows

John and Donna-

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process Thanks. Debbi

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 4/11/2017 2:06:09 PM
To: Marian Cooper [Cooper.Marian@epa.gov]; Bell, Matthew [Bell.Matthew@epa.gov]; Gantt, Melissa [Gantt.Melissa@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: FW: Workforce planning materials
Attachments: Eligibility report 4.6.17.xlsx; ATT00001.htm; VSIP Checklist 2017.docx; ATT00002.htm; VERA Checklist 2017.docx; ATT00003.htm; Restructure NonsupervisoryApril2017.docx; ATT00004.htm; Guiding Questions WFP April2017.docx; ATT00005.htm; Templatdraft 4.7.17.xlsx; ATT00006.htm; Example VERA VSIP Justifications April2017.docx; ATT00007.htm; vsip_guide.pdf; ATT00008.htm; vera_guide.pdf; ATT00009.htm; VERA-VSIP Overview Presentation April2017.pptx; ATT00010.htm

FYI—for 11:00.

From: Hart, Debbi
Sent: Tuesday, April 11, 2017 8:00 AM
To: Showman, John <Showman.John@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>
Subject: Workforce planning materials

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Debbi Hart
Director

Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/23/2017 9:12:05 PM
To: Marian Cooper [Cooper.Marian@epa.gov]
CC: Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: FW: path forward on the EO for restructuring
Attachments: Workforce ReshapingVVoverviewMarch2017 (003).docx

Marian—

As mentioned,
from Showman next.

Ex. 5 - Deliberative Process

Will send RIF update

From: Hart, Debbi
Sent: Tuesday, March 21, 2017 10:27 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>
Cc: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>
Subject: RE: path forward on the EO for restructuring
Importance: High

Please see attached and let me know if we hit everything.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Tuesday, March 21, 2017 8:01 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>
Subject: Re: path forward on the EO for restructuring

It would probably be good to give holly some info on what we need to do to prepare for a RIF. Adding Arron since I think he is the one tracking this. Thanks.

On Mar 21, 2017, at 7:22 AM, Showman, John <Showman.John@epa.gov> wrote:

I've asked Debbi and Loretta to take first stab and get something to me this am. Thanks.

Sent from my iPhone

On Mar 21, 2017, at 6:42 AM, Carpenter, Wesley <Carpenter.Wesley@epa.gov> wrote:

Donna:

Will do.

Wes

From: Vizian, Donna

Sent: Monday, March 20, 2017 9:39 PM

To: Showman, John <Showman.John@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>

Subject: Fwd: path forward on the EO for restructuring

Please see below. Can you guys take what you have and turn into a briefing paper for the administrator. Need quickly. Thanks

Begin forwarded message:

From: "Greaves, Holly" <greaves.holly@epa.gov>

Date: March 20, 2017 at 9:32:28 PM EDT

To: "Vizian, Donna" <Vizian.Donna@epa.gov>

Cc: "Bloom, David" <Bloom.David@epa.gov>

Subject: Re: path forward on the EO for restructuring

Ex. 5 - Deliberative Process

Sent from my iPhone

On Mar 20, 2017, at 6:49 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Thank you.

On Mar 20, 2017, at 6:45 PM, Greaves, Holly <greaves.holly@epa.gov> wrote:

Hi Donna, of course! I'll look forward to it.

Holly

Sent from my iPhone

On Mar 20, 2017, at 6:21 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Hi Holly,

I was speaking with
David this evening
about how do we
approach the EOP on
restructuring. Would it
be OK if I come to your
9:00 with David on
Wednesday so we can
talk about
ideas? thanks

Message

From: Kuhns, Jason [Kuhns.Jason@epa.gov]
Sent: 3/23/2017 8:53:28 PM
To: Parker, Gary [parker.gary@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: OHR Eligibility Lists
Attachments: OHR RET ELIGIBLE BY DATE-3-23-17.xlsx

Here is the list for OHR. I just added a couple columns to the provided sheet.

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Parker, Gary
Sent: Thursday, March 23, 2017 3:18 PM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: FW: OHR Eligibility Lists

Jason,

Do you know the VERA/VSIP eligibility requirements, in order to run the newly requested report?

Mr. Gary Parker
Branch Chief, Workforce Planning
USEPA/OARM/OHR
(O) 202-564-7421
(M) Ex. 6 - Personal Privacy

From: Burbach, Joseph
Sent: Thursday, March 23, 2017 3:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>
Subject: FW: OHR Eligibility Lists

Debbie/Gary

I was advised that

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks

Joseph Burbach

Senior Advisor

Office of Human Resources

U.S. Environmental Protection Agency

(202) 564-7783

From: Brown, Wendy

Sent: Wednesday, March 15, 2017 3:57 PM

To: Burbach, Joseph <burbach.joseph@epa.gov>

Subject: OHR Eligibility Lists

Joe,

Sorry for the delay. I hope this is what you needed. I didn't get a chance to break down some of the data.

Ex. 5 - Deliberative Process

Let me know if you have any questions.

WB

Wendy C. Brown

Special Assistant to the Immediate Office

Office of Human Resources

U.S. Environmental Protection Agency

WJC North-5340-L

202-564-0909 office

Ex. 6 - Personal Privacy mobile

Brown.Wendy@epa.gov

Message

From: Kuhns, Jason [Kuhns.Jason@epa.gov]
Sent: 3/23/2017 1:23:23 PM
To: Showman, John [Showman.John@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Question
Attachments: OARM Eligibility.xlsx

John,
I've added the OARM roster to the previous document. The columns to the right provide the eligibility information. Let me know if there are any questions.

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hart, Debbi
Sent: Thursday, March 23, 2017 8:52 AM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: Fwd: Question

Can you get John OARM chart with grades and names? Thx!

Sent from my iPhone

Begin forwarded message:

From: "Showman, John" <Showman.John@epa.gov>
Date: March 22, 2017 at 10:41:41 PM EDT
To: "Hart, Debbi" <Hart.Debbi@epa.gov>
Subject: Re: Question

Can I get something with names??

Sent from my iPhone

On Mar 21, 2017, at 11:38 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Here you go. Let us know if this works or if you need other cuts.

From: Kuhns, Jason
Sent: Tuesday, March 21, 2017 11:18 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: Question

Does this work?

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hart, Debbi
Sent: Tuesday, March 21, 2017 10:43 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: RE: Question

Jason has the V/V numbers and can get you a breakout of OARM eligibility by occ series.
Stay tuned.

From: Showman, John
Sent: Tuesday, March 21, 2017 9:42 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Question

Ex. 5 - Deliberative Process

<OARM Eligibility.xlsx>

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 7/17/2017 10:43:57 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: need your help
Attachments: VERA VSIP COS.docx

Can you please look at the attached first thing tomorrow. The red and strikeout is me. Did I miss anything on V/V or misstate anything? thanks

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 3/22/2017 4:24:19 PM
To: Helm, Arron [Helm.Arron@epa.gov]; Carter, Rick [Carter.Rick@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Latest VERA and VSIP Guides
Attachments: vsip_guide.pdf; vera_guide.pdf

Rick/Arron,

OPM has updated the VERA and VSIP guides. Please make sure your staff receives the latest copy once we can speak freely on the topic. Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/21/2017 3:38:40 PM
To: Showman, John [Showman.John@epa.gov]
CC: Kuhns, Jason [kuhns.jason@epa.gov]
Subject: FW: Question
Attachments: OARM Eligibility.xlsx

Here you go. Let us know if this works or if you need other cuts.

From: Kuhns, Jason
Sent: Tuesday, March 21, 2017 11:18 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: Question

Does this work?

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hart, Debbi
Sent: Tuesday, March 21, 2017 10:43 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: RE: Question

Jason has the V/V numbers and can get you a breakout of OARM eligibility by occ series. Stay tuned.

From: Showman, John
Sent: Tuesday, March 21, 2017 9:42 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Question

Ex. 5 - Deliberative Process

Message

From: Kuhns, Jason [Kuhns.Jason@epa.gov]
Sent: 3/21/2017 3:18:10 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Question
Attachments: OARM Eligibility.xlsx

Does this work?

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hart, Debbi
Sent: Tuesday, March 21, 2017 10:43 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: RE: Question

Jason has the V/V numbers and can get you a breakout of OARM eligibility by occ series. Stay tuned.

From: Showman, John
Sent: Tuesday, March 21, 2017 9:42 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Question

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/21/2017 2:48:01 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: path forward on the EO for restructuring
Attachments: Workforce ReshapingVV RIF overviewMarch2017.docx

Importance: High

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi
Sent: Tuesday, March 21, 2017 10:27 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>
Cc: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>
Subject: RE: path forward on the EO for restructuring
Importance: High

Please see attached and let me know if we hit everything.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Tuesday, March 21, 2017 8:01 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>
Subject: Re: path forward on the EO for restructuring

It would probably be good to give holly some info on what we need to do to prepare for a RIF. Adding Arron since I think he is the one tracking this. Thanks.

On Mar 21, 2017, at 7:22 AM, Showman, John <Showman.John@epa.gov> wrote:

I've asked Debbi and Loretta to take first stab and get something to me this am. Thanks.

Sent from my iPhone

On Mar 21, 2017, at 6:42 AM, Carpenter, Wesley <Carpenter.Wesley@epa.gov> wrote:

Donna:

Will do.

Wes

From: Vizian, Donna

Sent: Monday, March 20, 2017 9:39 PM

To: Showman, John <Showman.John@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>

Subject: Fwd: path forward on the EO for restructuring

Please see below. Can you guys take what you have and turn into a briefing paper for the administrator. Need quickly. Thanks

Begin forwarded message:

From: "Greaves, Holly" <greaves.holly@epa.gov>

Date: March 20, 2017 at 9:32:28 PM EDT

To: "Vizian, Donna" <Vizian.Donna@epa.gov>

Cc: "Bloom, David" <Bloom.David@epa.gov>

Subject: Re: path forward on the EO for restructuring

Ex. 5 - Deliberative Process

Sent from my iPhone

On Mar 20, 2017, at 6:49 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Thank you.

On Mar 20, 2017, at 6:45 PM, Greaves, Holly <greaves.holly@epa.gov> wrote:

Hi Donna, of course! I'll look forward to it.

Holly

Sent from my iPhone

On Mar 20, 2017, at 6:21 PM, Vizian,
Donna <Vizian.Donna@epa.gov> wrote:

Hi Holly,

I was speaking with
David this evening
about how do we
approach the EOP on
restructuring. Would it
be OK if I come to your
9:00 with David on
Wednesday so we can
talk about
ideas? thanks

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/21/2017 2:43:02 PM
To: Showman, John [Showman.John@epa.gov]
CC: Kuhns, Jason [kuhns.jason@epa.gov]
Subject: RE: Question

Jason has the V/V numbers and can get you a breakout of OARM eligibility by occ series. Stay tuned.

From: Showman, John
Sent: Tuesday, March 21, 2017 9:42 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Question

Ex. 5 - Deliberative Process

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/21/2017 2:28:51 PM
To: Showman, John [Showman.John@epa.gov]
Subject: RE: one pager on VERA/VSIP

Didn't really cover **Ex. 5 - Deliberative Process**

From: Showman, John
Sent: Tuesday, March 21, 2017 9:54 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: FW: one pager on VERA/VSIP

From: Vizian, Donna
Sent: Tuesday, March 21, 2017 9:52 AM
To: Greaves, Holly <greaves.holly@epa.gov>
Cc: Showman, John <Showman.John@epa.gov>
Subject: Re: one pager on VERA/VSIP

I am on my way to OPM. Folks are getting it to John this morning. Copying him to follow up.

On Mar 21, 2017, at 9:50 AM, Greaves, Holly <greaves.holly@epa.gov> wrote:

Hi Donna,

Ex. 5 - Deliberative Process

Thanks!
Holly

Message

From: Monroe, Scott [Monroe.Scott@epa.gov]
Sent: 7/17/2017 8:14:08 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Quick question re: VERA/VSIP

Hi Debbi,

I saw that OARM posted the V/V proposal and spreadsheet on the intranet.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks,
Scott

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 3:11:25 PM
To: Monroe, Scott [Monroe.Scott@epa.gov]
Subject: RE: Quick question re: VERA/VSIP

Hey Scott— **Ex. 5 - Deliberative Process** We will make the HR community at large aware too along with more schedule changes shortly. Still moving very fast sadly. D

From: Monroe, Scott
Sent: Monday, July 17, 2017 4:14 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Quick question re: VERA/VSIP

Hi Debbi,

I saw that OARM posted

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks,
Scott

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 3:08:44 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: the math--

Importance: High

Here is the paragraph in question:

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 2:31:15 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]; Showman, John [Showman.John@epa.gov]
Subject: RE: Quick question re: VERA/VSIP

OK- thanks.

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 10:25 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Showman, John <Showman.John@epa.gov>
Subject: RE: Quick question re: VERA/VSIP

Feel free to tell the HRO/PMO community

From: Hart, Debbi
Sent: Tuesday, July 18, 2017 10:21 AM
To: Showman, John <Showman.John@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>
Subject: FW: Quick question re: VERA/VSIP

Do we need to communicate that **Ex. 5 - Deliberative Process**

From: Monroe, Scott
Sent: Monday, July 17, 2017 4:14 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Quick question re: VERA/VSIP

Hi Debbi,

I saw that OARM posted the

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks,
Scott

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 2:20:45 PM
To: Showman, John [Showman.John@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]
Subject: FW: Quick question re: VERA/VSIP

Do we need to communicate that our

Ex. 5 - Deliberative Process

From: Monroe, Scott
Sent: Monday, July 17, 2017 4:14 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Quick question re: VERA/VSIP

Hi Debbi,

I saw that OARM posted the

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thanks,
Scott

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 1:28:41 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: V/V
Attachments: V_V Summary Slides for Leadership 6.21.17.pptx

See slide #3 for targeted positions and max offers by office.

From: Vizian, Donna
Sent: Tuesday, July 18, 2017 9:07 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Re: V/V

Just need # in the pool

On Jul 18, 2017, at 9:03 AM, Hunt, Loretta <Hunt.Loretta@epa.gov> wrote:

Donna, does the following work, or do you need more?

EPA's VERA/VSIP Authority

Ex. 5 - Deliberative Process

Sent from my iPhone

On Jul 17, 2017, at 7:11 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Did you guys do a summary of the business case? I need something for Ryan

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/18/2017 1:13:07 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: need your help
Attachments: VERA VSIP COS July2017docx.docx

Importance: High

See what you think. Still checking numbers in last paragraph.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Monday, July 17, 2017 6:44 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: need your help

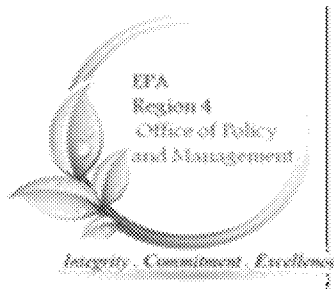
Can you please look at the attached first thing tomorrow. The red and strikeout is me. Did I miss anything on V/V or misstate anything? thanks

Message

From: Schwartz, Barbara [Schwartz.Barbara@epa.gov]
Sent: 2/14/2017 9:15:19 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: OIG VERA-VSIP Report

Debbi, other than the one position listed, none of the other VERA/VSIP have been filled. There is no intent to fill them. No other edits or updates.

Barbara A Schwartz
Schwartz.barbara@epa.gov
Human Resources Officer
U.S. Environmental Protection Agency, Region 4
Sam Nunn Atlanta Federal Center
61 Forsyth St. SW
Atlanta, GA 30303



CONFIDENTIALITY NOTICE: This message is being sent by or on behalf of the Environmental Protection Agency. It is intended exclusively for the individual(s) or entity(s) to whom or to which it is addressed. This communication may contain information that is proprietary, privileged or confidential or otherwise legally exempted from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of the message.

From: Hart, Debbi
Sent: Friday, February 10, 2017 1:22 PM
To: Schwartz, Barbara <Schwartz.Barbara@epa.gov>; Bailey, Rhonda <Bailey.Rhonda@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Milton, Laura <Milton.Laura@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: OIG VERA-VSIP Report
Importance: High

Greetings!

Please see the attached and message below. It sounds like the OIG ran into a few bumps trying to finalize this report. As a result, they are reporting final hiring numbers from the May 2016 timeframe. I asked Tim if we could update them for the final report and he is open to that. Can you please take a look at the latest report, particularly Table 4 on page 11

and let me know at your earliest if you have updates on the number of VERA/VSIP vacated positions that are now filled in your respective office? You can also let me know if you have any other edits or updates to the report that should be included. Thank you—contact me with any questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 1/30/2017 10:35:08 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]; Kuhns, Jason [kuhns.jason@epa.gov]; Parker, Gary [parker.gary@epa.gov]
CC: Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: FW: OIG VERA-VSIP Report
Attachments: OIG Draft Report -- EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring, But Not All Goals Have Been Achieved.pdf; VERA-VSIP-Final Report-01-26-17.docx

Guess what finally arrived? We need to do a quick comparison of the draft vs. final. Will try to schedule a half hour for tomorrow. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 1/30/2017 10:33:01 PM
To: Roach, Tim [roach.tim@epa.gov]
CC: Lewis, Eric [Lewis.Eric@epa.gov]; Beeson, Benjamin W. [Beeson.Benjamin@epa.gov]; Carter, Leon [Carter.Leon@epa.gov]
Subject: RE: OIG VERA-VSIP Report

Tim-

Got it and thanks! Will let you know if we have comments. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Roach, Tim [roach.tim@epa.gov]
Sent: 1/27/2017 2:20:33 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
CC: Lewis, Eric [Lewis.Eric@epa.gov]; Beeson, Benjamin W. [Beeson.Benjamin@epa.gov]; Carter, Leon [Carter.Leon@epa.gov]
Subject: OIG VERA-VSIP Report
Attachments: OIG Draft Report -- EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring, But Not All Goals Have Been Achieved.pdf; VERA-VSIP-Final Report-01-26-17.docx

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/23/2017 5:25:02 PM
To: Torrez, Alfredo [Torrez.Alfredo@epa.gov]; Schwartz, Barbara [Schwartz.Barbara@epa.gov]; Katherine Shanahan [Shanahan.Katherine@epa.gov]; Erickson, Amber [Erickson.Amber@epa.gov]; Milton, Laura [Milton.Laura@epa.gov]; Kuhns, Jason [kuhns.jason@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]
CC: Smith-Starckey, Tracye [Smith-Starckey.Tracye@epa.gov]; Cheri Hembrey [Hembrey.Cheri@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: FW: OIG Report: "EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring Goals, and Continued Monitoring of Progress Can Show Value of Restructuring"
Attachments: _epaig_20170323-17-P-0140_cert.pdf; ATT00001.htm

All-

FYI--hot off the press, the final report from OIG.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Showman, John
Sent: Thursday, March 23, 2017 10:36 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Fwd: OIG Report: "EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring Goals, and Continued Monitoring of Progress Can Show Value of Restructuring"

Sent from my iPhone

Begin forwarded message:

From: "OIG News" <OIG.News@epa.gov>
To: "Vizian, Donna" <Vizian.Donna@epa.gov>
Cc: "Pruitt, Scott" <Pruitt.Scott@epa.gov>, "Starfield, Lawrence" <Starfield.Lawrence@epa.gov>, "Shapiro, Mike" <Shapiro.Mike@epa.gov>, "Bloom, David" <Bloom.David@epa.gov>, "Rutherford, Debbie" <Rutherford.Deborah@epa.gov>, "Deane, Benita" <Deane.Benita@epa.gov>, "Anthony, Sherri" <Anthony.Sherri@epa.gov>, "Grzegozewski, Nicholas" <Grzegozewski.Nicholas@epa.gov>, "Howard, MarkT" <Howard.MarkT@epa.gov>, "Trent, Bobbie" <Trent.Bobbie@epa.gov>, "Minoli, Kevin" <Minoli.Kevin@epa.gov>, "Richardson, RobinH" <Richardson.RobinH@epa.gov>, "Hull, George" <Hull.George@epa.gov>, "Valentine, Julia" <Valentine.Julia@epa.gov>, "Szaro, Deb" <Szaro.Deb@epa.gov>, "Heard, Anne" <Heard.Anne@epa.gov>, "Chu, Ed" <Chu.Ed@epa.gov>, "Showman, John" <Showman.John@epa.gov>, "Hitchens, Lynnann" <hitchens.lynnann@epa.gov>, "Hardy, Michael" <Hardy.Michael@epa.gov>, "Cuscino, Glen" <Cuscino.Glen@epa.gov>, "Lemley,

Lauren" <Lemley.Lauren@epa.gov>, "Spriggs, Gwendolyn" <Spriggs.Gwendolyn@epa.gov>, "Moore, Steven" <Moore.Steven@epa.gov>, "Johnson, Kathie" <Johnson.Kathie@epa.gov>, "Eubanks, Kristy" <Eubanks.Kristy@epa.gov>, "Finazzo, Kathy" <Finazzo.Kathy@epa.gov>, "Bataille, Valerie" <Bataille.Valerie@epa.gov>

Subject: OIG Report: "EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring Goals, and Continued Monitoring of Progress Can Show Value of Restructuring"

Attached is the EPA Office of Inspector General (OIG) report, *EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring Goals, and Continued Monitoring of Progress Can Show Value of Restructuring* (Report No. 17-P-0140). This report will be available to the public on the OIG's website at www.epa.gov/oig.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/23/2017 5:21:21 PM
To: Smith-Starckey, Tracie [Smith-Starckey.Tracye@epa.gov]
CC: Parker, Gary [parker.gary@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]; Cheri Hembrey [Hembrey.Cheri@epa.gov]
Subject: FW: Final OIG VERA-VSIP Report Update

As mentioned/requested at our management meeting yesterday, below is an update on the status of our V/V OIG audit. Please let me know if there are questions. Thanks! Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Tuesday, March 21, 2017 10:34 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Final OIG VERA-VSIP Report Update

Good morning Debbi,

Our final report will be issued by the end of the month. It's been a long process and I thank you for your time and assistance. We updated the final report with the last bit of information you sent, plus what we received from OW. As always, feel free to call or send an e-mail if you have any questions.

Sincerely,

Tim R.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/21/2017 4:03:36 PM
To: Roach, Tim [roach.tim@epa.gov]
CC: Torrez, Alfredo [Torrez.Alfredo@epa.gov]; Schwartz, Barbara [Schwartz.Barbara@epa.gov]; Katherine Shanahan [Shanahan.Katherine@epa.gov]; Erickson, Amber [Erickson.Amber@epa.gov]; Milton, Laura [Milton.Laura@epa.gov]; Kuhns, Jason [kuhns.jason@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: RE: Final OIG VERA-VSIP Report Update

Tim-

Great- thanks for the update! Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Tuesday, March 21, 2017 10:34 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Final OIG VERA-VSIP Report Update

Good morning Debbi,

Our final report will be issued by the end of the month. It's been a long process and I thank you for your time and assistance. We updated the final report with the last bit of information you sent, plus what we received from OW. As always, feel free to call or send an e-mail if you have any questions.

Sincerely,

Tim R.

Message

From: Roach, Tim [roach.tim@epa.gov]
Sent: 3/21/2017 2:33:31 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Final OIG VERA-VSIP Report Update

Good morning Debbi,

Our final report will be issued by the end of the month. It's been a long process and I thank you for your time and assistance. We updated the final report with the last bit of information you sent, plus what we received from OW. As always, feel free to call or send an e-mail if you have any questions.

Sincerely,

Tim R.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 2/28/2017 9:45:03 PM
To: Torrez, Alfredo [Torrez.Alfredo@epa.gov]; Erickson, Amber [Erickson.Amber@epa.gov]
Subject: RE: Office of Water Response to Draft Report: Workforce Restructuring Under VERA-VSIP

Thanks guys!

From: Torrez, Alfredo
Sent: Tuesday, February 28, 2017 3:54 PM
To: Roach, Tim <roach.tim@epa.gov>
Cc: Shapiro, Mike <Shapiro.Mike@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Best-Wong, Benita <Best-Wong.Benita@epa.gov>
Subject: Office of Water Response to Draft Report: Workforce Restructuring Under VERA-VSIP

Tim,

Attached is the Office of Water's response to the draft VERA/VSIP report. The memo updates the numbers in Table 4 and addresses the narrative in the section related to this table as well the narrative associated with Table 5. Feel free to contact me or Amber Erickson of my staff if you have questions.

Thanks,

Alfredo Torrez, Associate Director and
OW Program Management Official
Management and Operations Staff
Office of Water, Office of the Assistant Administrator
U.S. Environmental Protection Agency
Room 3311C WJC East (4101M)
Phone: (202) 564-6621 Mobile: (202) 573-1956
Fax: (202) 564-0500
Email: torrez.alfredo@epa.gov

Please consider the environment before printing this email.

Information contained in this message may be subject to the Privacy Act (5USC 552a) and should be treated accordingly. The information transmitted is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged information. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited. If you receive this in error, please contact the sender and delete the material from any computer.

Message

From: Roach, Tim [roach.tim@epa.gov]
Sent: 2/28/2017 9:33:59 PM
To: Torrez, Alfredo [Torrez.Alfredo@epa.gov]
CC: Shapiro, Mike [Shapiro.Mike@epa.gov]; Stevens, Robert [Stevens.Robert@epa.gov]; Erickson, Amber [Erickson.Amber@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]; Best-Wong, Benita [Best-Wong.Benita@epa.gov]
Subject: RE: Office of Water Response to Draft Report: Workforce Restructuring Under VERA-VSIP

Thank you for the update and the additional time you've spent reviewing our report. We didn't anticipate the lengthy delay finishing our work. Your updates help us present an accurate summary. If I have questions about these additions I'll contact you or Amber Ericson.

Sincerely,

Tim Roach
Project Manager
Office of Inspector General, Office of Program Evaluation

From: Torrez, Alfredo
Sent: Tuesday, February 28, 2017 2:54 PM
To: Roach, Tim <roach.tim@epa.gov>
Cc: Shapiro, Mike <Shapiro.Mike@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Best-Wong, Benita <Best-Wong.Benita@epa.gov>
Subject: Office of Water Response to Draft Report: Workforce Restructuring Under VERA-VSIP

Tim,

Attached is the Office of Water's response to the draft VERA/VSIP report. The memo updates the numbers in Table 4 and addresses the narrative in the section related to this table as well the narrative associated with Table 5. Feel free to contact me or Amber Erickson of my staff if you have questions.

Thanks,

Alfredo Torrez, Associate Director and
OW Program Management Official
Management and Operations Staff
Office of Water, Office of the Assistant Administrator
U.S. Environmental Protection Agency
Room 3311C WJC East (4101M)
Phone: (202) 564-6621 Mobile: (202) 573-1956
Fax: (202) 564-0500
Email: torrez.alfredo@epa.gov

Please consider the environment before printing this email.

Information contained in this message may be subject to the Privacy Act (5USC 552a) and should be treated accordingly. The information transmitted is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged information. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited. If you receive this in error, please contact the sender and delete the material from any computer.

Message

From: Torrez, Alfredo [Torrez.Alfredo@epa.gov]
Sent: 2/28/2017 8:53:39 PM
To: Roach, Tim [roach.tim@epa.gov]
CC: Shapiro, Mike [Shapiro.Mike@epa.gov]; Stevens, Robert [Stevens.Robert@epa.gov]; Erickson, Amber [Erickson.Amber@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]; Best-Wong, Benita [Best-Wong.Benita@epa.gov]
Subject: Office of Water Response to Draft Report: Workforce Restructuring Under VERA-VSIP
Attachments: Memo on Draft OIG Report 02-28-17.pdf

Tim,

Attached is the Office of Water's response to the draft VERA/VSIP report. The memo updates the numbers in Table 4 and addresses the narrative in the section related to this table as well the narrative associated with Table 5. Feel free to contact me or Amber Erickson of my staff if you have questions.

Thanks,

Alfredo Torrez, Associate Director and
OW Program Management Official
Management and Operations Staff
Office of Water, Office of the Assistant Administrator
U.S. Environmental Protection Agency
Room 3311C WJC East (4101M)
Phone: (202) 564-6621 Mobile: (202) 573-1956
Fax: (202) 564-0500
Email: torrez.alfredo@epa.gov

Please consider the environment before printing this email.

Information contained in this message may be subject to the Privacy Act (5USC 552a) and should be treated accordingly. The information transmitted is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged information. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited. If you receive this in error, please contact the sender and delete the material from any computer.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 2/22/2017 4:29:11 PM
To: Torrez, Alfredo [Torrez.Alfredo@epa.gov]
Subject: FW: OIG VERA-VSIP Report
Attachments: OIG Draft Report -- EPA's 2014 Early-Out and Buyout Activities Aided Workforce Restructuring, But Not All Goals Have Been Achieved.pdf; VERA-VSIP-Final Report-01-26-17.docx

Importance: High

Hi Alfredo—

Per my messages—do you have some number updates to Table 4? Are you in today? I need to provide Tim with an update ASAP. Thanks.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi
Sent: Thursday, February 16, 2017 12:24 PM
To: Torrez, Alfredo <Torrez.Alfredo@epa.gov>
Subject: FW: OIG VERA-VSIP Report
Importance: High

Hello Alfredo-

Checking in—is your update close? Tim Roach emailed me today...

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi
Sent: Friday, February 10, 2017 1:22 PM
To: Schwartz, Barbara <Schwartz.Barbara@epa.gov>; Bailey, Rhonda <Bailey.Rhonda@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Milton, Laura <Milton.Laura@epa.gov>
Cc: Kuhns, Jason <kuhns.jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: OIG VERA-VSIP Report
Importance: High

Greetings!

Please see the attached and message below. It sounds like the OIG ran into a few bumps trying to finalize this report. As a result, they are reporting final hiring numbers from the May 2016 timeframe. I asked Tim if we could update them for the final report and he is open to that. Can you please take a look at the latest report, particularly Table 4 on page 11 and let me know at your earliest if you have updates on the number of VERA/VSIP vacated positions that are now filled in your respective office? You can also let me know if you have any other edits or updates to the report that should be included. Thank you—contact me with any questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 2/16/2017 9:36:19 PM
To: Milton, Laura [Milton.Laura@epa.gov]
Subject: RE: OIG VERA-VSIP Report

Got it and thank you! (I wish I could remember the wisdom I shared LOL!)

From: Milton, Laura
Sent: Wednesday, February 15, 2017 7:19 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: OIG VERA-VSIP Report

I wasn't ignoring you but was still waiting for a final response from our criminal office.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Hope all is well – the wisdom you shared when we last talked still sees me through many rough days!!!

Laura Milton, PMO
Administrative Management Division
OECA/Office of Administration and Policy
US Environmental Protection Agency
Phone: 202-564-6017
milton.laura@epa.gov

From: Hart, Debbi
Sent: Friday, February 10, 2017 1:22 PM
To: Schwartz, Barbara <Schwartz.Barbara@epa.gov>; Bailey, Rhonda <Bailey.Rhonda@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Milton, Laura <Milton.Laura@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: OIG VERA-VSIP Report
Importance: High

Greetings!

Please see the attached and message below. It sounds like the OIG ran into a few bumps trying to finalize this report. As a result, they are reporting final hiring numbers from the May 2016 timeframe. I asked Tim if we could update them for the final report and he is open to that. Can you please take a look at the latest report, particularly Table 4 on page 11 and let me know at your earliest if you have updates on the number of VERA/VSIP vacated positions that are now filled

in your respective office? You can also let me know if you have any other edits or updates to the report that should be included. Thank you—contact me with any questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 2/16/2017 5:07:55 PM
To: Roach, Tim [roach.tim@epa.gov]
Subject: RE: OIG VERA-VSIP Report Update

Tim—

Sadly I did not receive OW's input yet. I will check in again. Please stay tuned.

From: Roach, Tim
Sent: Thursday, February 16, 2017 11:52 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: OIG VERA-VSIP Report Update

Hi Debbi,

Thanks again for your time with the updates to the final report. Would you be able to share any of the responses you've received from the program offices or regions? We're at a point where we can incorporate those before sending the final report through the last part of our quality assurance process.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Tim

Message

From: Roach, Tim [roach.tim@epa.gov]
Sent: 2/16/2017 4:52:27 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: OIG VERA-VSIP Report Update

Hi Debbi,

Thanks again for your time with the updates to the final report. Would you be able to share any of the responses you've received from the program offices or regions? We're at a point where we can incorporate those before sending the final report through the last part of our quality assurance process.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Tim

Message

From: Milton, Laura [Milton.Laura@epa.gov]
Sent: 2/15/2017 12:19:05 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: OIG VERA-VSIP Report

I wasn't ignoring you but was still waiting for a final response from our criminal office. **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Hope all is well – the wisdom you shared when we last talked still sees me through many rough days!!!

Laura Milton, PMO
Administrative Management Division
OECA/Office of Administration and Policy
US Environmental Protection Agency
Phone: 202-564-6017
milton.laura@epa.gov

From: Hart, Debbi
Sent: Friday, February 10, 2017 1:22 PM
To: Schwartz, Barbara <Schwartz.Barbara@epa.gov>; Bailey, Rhonda <Bailey.Rhonda@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Milton, Laura <Milton.Laura@epa.gov>
Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: OIG VERA-VSIP Report
Importance: High

Greetings!

Please see the attached and message below. It sounds like the OIG ran into a few bumps trying to finalize this report. As a result, they are reporting final hiring numbers from the May 2016 timeframe. I asked Tim if we could update them for the final report and he is open to that. Can you please take a look at the latest report, particularly Table 4 on page 11 and let me know at your earliest if you have updates on the number of VERA/VSIP vacated positions that are now filled in your respective office? You can also let me know if you have any other edits or updates to the report that should be included. Thank you—contact me with any questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Roach, Tim
Sent: Friday, January 27, 2017 9:21 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Lewis, Eric <Lewis.Eric@epa.gov>; Beeson, Benjamin W. <Beeson.Benjamin@epa.gov>; Carter, Leon <Carter.Leon@epa.gov>
Subject: OIG VERA-VSIP Report

Hello Debbie

We completed our edits and I attached the revised VERA-VSIP report, along with the draft from last Spring. The report's undergone some significant editing since you last reviewed it, due to internal decisions about how to report the results of a review of our own organization.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

I'll send you a copy of that once it is issued.

Please review this version and share it with the offices and regions that would like to see it one more time. Please note that some of the differences between the two reports are due to comments we received about the draft. If you have questions about the content or want to submit comments, please let me know as soon as possible. We're performing our quality assurance steps now and that will continue for the next few weeks. I'll keep you informed about that process.

Thanks once again for your time and patience with this process. While we've been delayed issuing the final, we've always felt it is important to report about the agency's progress achieving restructuring goals and how those were aided by the buyout authority. Sharing this experience via our report informs EPA, other agencies, and the public about the impact of buyouts and subsequent restructuring activities that help the agency better carry out its mission.

Sincerely,

Tim R
312-886-3026

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 2/15/2017 6:58:41 PM
To: Marian Cooper [Cooper.Marian@epa.gov]
BCC: Loretta Hunt [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: FW: VERA/VSIP Impact Report
Attachments: V V Impact Report Final August 2016.docx

Marian—

Per your request. Please let me know if there are questions or if you need anything additional. Thanks. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Showman, John
Sent: Monday, August 29, 2016 4:30 PM
To: DAA <DAA@epa.gov>; DRA <DRA@epa.gov>; Kenny, Shannon <Kenny.Shannon@epa.gov>; Richardson, RobinH <Richardson.RobinH@epa.gov>
Cc: ARA <ARA@epa.gov>; Flynn, Mike <Flynn.Mike@epa.gov>; RHRO <RHRO@epa.gov>; PMO <pmo@usepa.onmicrosoft.com>; Hart, Debbi <Hart.Debbi@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: VERA/VSIP Impact Report

I'm pleased to share with you *EPA's VERA/VSIP Impact Report* Fiscal Years 2014-2015 issued this month which details the agency's use of these authorities and the effect on the workforce. The report provides an overview of the agency's two rounds of VERA/VSIP with workforce planning strategies, an analysis of the 682 positions vacated, and subsequent hiring, including the "hiring surge." While we are still being held accountable for the commitments we made during VERA/VSIP, OARM's Office of Human Resources is planning for an upcoming business case refresh to determine the new strategies necessary to create an optimal workforce within each program and regional office. More information on the business case refresh will be forthcoming. If you have any questions about the report or the business case refresh, please contact me at (202) 564-4600 or have your staff contact Debbi Hart, Director of the Policy, Planning and Training Division of OHR (hart.debbi@epa.gov; 202-564-2011).

Attachment

John L Showman III, Acting Principal Deputy Assistant Administrator
Office of Administration and Resources Management
202-564-5341

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/14/2017 9:15:49 PM
To: Schulman, Marvin [Schulman.Marvin@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Please review per our discussion
Attachments: Competitive Area Draft 7-14-17 lh edits.docx

Thanks.

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/23/2017 9:14:18 PM
To: Marian Cooper [Cooper.Marian@epa.gov]
CC: Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: FW: Workforce Reshaping RIF
Attachments: Workforce Reshaping RIF.docx

The RIF piece that John tweaked.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Showman, John
Sent: Tuesday, March 21, 2017 1:49 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Helm, Arron <Helm.Arron@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Workforce Reshaping RIF

This is what Arron/Debbi sent with the V/V info. I changed to reflect OARM (vs SSC/ERD).

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/22/2017 7:39:46 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: Workforce Reshaping RIF
Attachments: Workforce Reshaping RIF.docx

FYI—this is John's rework of the RIF piece Arron updated. Thought you might need it.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Showman, John
Sent: Tuesday, March 21, 2017 1:49 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Cc: Helm, Arron <Helm.Arron@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Workforce Reshaping RIF

This is what Arron/Debbi sent with the V/V info. I changed to reflect OARM (vs SSC/ERD).

Message

From: Dean, StevenB [Dean.StevenB@epa.gov]
Sent: 7/7/2017 1:27:58 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: Re: URGENT - Response Needed by Noon Monday, July 10, 2017

None on extended leave in TB.

Steven B. Dean
Chief, Training Branch
USEPA Headquarters
William Jefferson Clinton East Building
1201 Constitution Ave., N.W.
Rm 1136A
Mail Code: 3601M
Washington, DC 20460
(O) (202) 564-6619
(M) **Ex. 6 - Personal Privacy**
dean.stevenb@epa.gov
Click to contact me via Lync
Follow Me on Microsoft Delve

On Jul 7, 2017, at 8:58 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

I don't believe we have any in PPTD. Please confirm.

From: Hembrey, Cheri
Sent: Friday, July 07, 2017 8:45 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>; Brown, Rohn <brown.rohn@epa.gov>; Moore, Bobby <Moore.Bobby@epa.gov>; Shepherd, Jackie <ShepherdJackie@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

Hello, I need a list of employees on extended leave today. Please respond asap. Thanks,

Cheri' M. Hembrey, Director
EPA OHR/PMS
202/564-6223
Ex. 6 - Personal Privacy (mobile)
hembrey.cheri@epa.gov

Please excuse the large type, as it is for my benefit. Thank you.

From: Jablonski, Janice

Sent: Friday, July 07, 2017 7:18 AM

To: Collard, Erin <Collard.Erin@epa.gov>; Scola, Jennifer <Scola.Jennifer@epa.gov>; Hembrey, Cheri <Hembrey.Cheri@epa.gov>; Collins, BJ <Collins.BJ@epa.gov>; Burnett-Bakr, Robbin <Burnett-Bakr.Robbin@epa.gov>; Fletcher, Linda <Fletcher.Linda@epa.gov>; Hublar, Jennifer <Hublar.Jennifer@epa.gov>

Cc: Hardy, Michael <Hardy.Michael@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Legare, Pamela <Legare.Pamela@epa.gov>; Neal, Kerry <neal.kerry@epa.gov>; Petrole, Maryann <Petrole.Maryann@epa.gov>

Subject: URGENT - Response Needed by Noon Monday, July 10, 2017

All: in preparation for the upcoming notice regarding VERA/VSIP offerings, I need a list of employees who are currently on extended leave. Please send names and current addresses. I will need your response no later than noon on Monday, July 10. Thanks and let me know if you have any questions.

Jan Jablonski, Director
Administrative Operations and Stewardship Division
Office of Resources, Operations and Management
Office of Administration and Resources Management
3102A
Room 3353A WJCN
(202) 564-9922

Ex. 6 - Personal Privacy (cell)

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/7/2017 12:57:45 PM
To: Dean, StevenB [Dean.StevenB@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017

Importance: High

I don't believe we have any in PPTD. Please confirm.

From: Hembrey, Cheri
Sent: Friday, July 07, 2017 8:45 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>; Brown, Rohn <brown.rohn@epa.gov>; Moore, Bobby <Moore.Bobby@epa.gov>; Shepherd, Jackie <Shepherd.Jackie@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

Hello, I need a list of employees on extended leave today. Please respond asap. Thanks,

Cheri' M. Hembrey, Director
EPA OHR/PMS
202/564-6223

Ex. 6 - Personal Privacy (mobile)
hembrey.cheri@epa.gov

Please excuse the large type, as it is for my benefit. Thank you.

From: Jablonski, Janice
Sent: Friday, July 07, 2017 7:18 AM
To: Collard, Erin <Collard.Erin@epa.gov>; Scola, Jennifer <Scola.Jennifer@epa.gov>; Hembrey, Cheri <Hembrey.Cheri@epa.gov>; Collins, BJ <Collins.BJ@epa.gov>; Burnett-Bakr, Robbin <Burnett-Bakr.Robbin@epa.gov>; Fletcher, Linda <Fletcher.Linda@epa.gov>; Hublar, Jennifer <Hublar.Jennifer@epa.gov>
Cc: Hardy, Michael <Hardy.Michael@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Legare, Pamela <Legare.Pamela@epa.gov>; Neal, Kerry <neal.kerry@epa.gov>; Petrole, Maryann <Petrole.Maryann@epa.gov>
Subject: URGENT - Response Needed by Noon Monday, July 10, 2017

All: in preparation for the upcoming notice regarding VERA/VSIP offerings, I need a list of employees who are currently on extended leave. Please send names and current addresses. I will need your response no later than noon on Monday, July 10. Thanks and let me know if you have any questions.

Jan Jablonski, Director
Administrative Operations and Stewardship Division
Office of Resources, Operations and Management
Office of Administration and Resources Management
3102A

Room 3353A WJCN

(202) 564-9922

Ex. 6 - Personal Privacy (cell)

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/7/2017 2:00:52 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: URGENT - Response Needed by Noon Monday, July 10, 2017

No

Sent from my iPhone

On Jul 7, 2017, at 8:58 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

I don't believe we have any in PPTD. Please confirm.

From: Hembrey, Cheri
Sent: Friday, July 07, 2017 8:45 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>; Brown, Rohn <brown.rohn@epa.gov>; Moore, Bobby <Moore.Bobby@epa.gov>; Shepherd, Jackie <Shepherd.Jackie@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

Hello, I need a list of employees on extended leave today. Please respond asap. Thanks,

Cheri' M. Hembrey, Director
EPA OHR/PMS
202/564-6223

Ex. 6 - Personal Privacy (mobile)
hembrey.cheri@epa.gov

Please excuse the large type, as it is for my benefit. Thank you.

From: Jablonski, Janice
Sent: Friday, July 07, 2017 7:18 AM
To: Collard, Erin <Collard.Erin@epa.gov>; Scola, Jennifer <Scola.Jennifer@epa.gov>; Hembrey, Cheri <Hembrey.Cheri@epa.gov>; Collins, BJ <Collins.BJ@epa.gov>; Burnett-Bakr, Robbin <Burnett-Bakr.Robbin@epa.gov>; Fletcher, Linda <Fletcher.Linda@epa.gov>; Hublar, Jennifer <Hublar.Jennifer@epa.gov>
Cc: Hardy, Michael <Hardy.Michael@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Legare, Pamela <Legare.Pamela@epa.gov>; Neal, Kerry <neal.kerry@epa.gov>; Petrole, Maryann <Petrole.Maryann@epa.gov>
Subject: URGENT - Response Needed by Noon Monday, July 10, 2017

All: in preparation for the upcoming notice regarding VERA/VSIP offerings, I need a list of employees who are currently on extended leave. Please send names and current addresses. I will need your response no later than noon on Monday, July 10. Thanks and let me know if you have any questions.

Jan Jablonski, Director
Administrative Operations and Stewardship Division
Office of Resources, Operations and Management
Office of Administration and Resources Management
3102A
Room 3353A WJCN
(202) 564-9922

Ex. 6 - Personal Privacy (cell)

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/7/2017 1:33:33 PM
To: Hembrey, Cheri [Hembrey.Cheri@epa.gov]
CC: Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Dean, StevenB [Dean.StevenB@epa.gov]; Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: RE: URGENT - Response Needed by Noon Monday, July 10, 2017

Cheri'-

None for PPTD. Thanks.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hembrey, Cheri
Sent: Friday, July 07, 2017 8:45 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>; Brown, Rohn <brown.rohn@epa.gov>; Moore, Bobby <Moore.Bobby@epa.gov>; Shepherd, Jackie <Shepherd.Jackie@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

Hello, I need a list of employees on extended leave today. Please respond asap. Thanks,

Cheri' M. Hembrey, Director
EPA OHR/PMS
202/564-6223

Ex. 6 - Personal Privacy (mobile)
hembrey.cheri@epa.gov

Please excuse the large type, as it is for my benefit. Thank you.

From: Jablonski, Janice
Sent: Friday, July 07, 2017 7:18 AM
To: Collard, Erin <Collard.Erin@epa.gov>; Scola, Jennifer <Scola.Jennifer@epa.gov>; Hembrey, Cheri <Hembrey.Cheri@epa.gov>; Collins, BJ <Collins.BJ@epa.gov>; Burnett-Bakr, Robbin <Burnett-Bakr.Robbin@epa.gov>; Fletcher, Linda <Fletcher.Linda@epa.gov>; Hublar, Jennifer <Hublar.Jennifer@epa.gov>
Cc: Hardy, Michael <Hardy.Michael@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Legare, Pamela <Legare.Pamela@epa.gov>; Neal, Kerry <neal.kerry@epa.gov>; Petrole,

Maryann <Petrole.Maryann@epa.gov>

Subject: URGENT - Response Needed by Noon Monday, July 10, 2017

All: in preparation for the upcoming notice regarding VERA/VSIP offerings, I need a list of employees who are currently on extended leave. Please send names and current addresses. I will need your response no later than noon on Monday, July 10. Thanks and let me know if you have any questions.

Jan Jablonski, Director
Administrative Operations and Stewardship Division
Office of Resources, Operations and Management
Office of Administration and Resources Management
3102A
Room 3353A WJCN
(202) 564-9922

Ex. 6 - Personal Privacy (cell)

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/7/2017 1:32:30 PM
To: Parker, Gary [parker.gary@epa.gov]; Dean, StevenB [Dean.StevenB@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: URGENT - Response Needed by Noon Monday, July 10, 2017

And thanks! And none in PAB. I'll let Cheri' know.

From: Parker, Gary
Sent: Friday, July 07, 2017 9:30 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Dean, StevenB <Dean.StevenB@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: RE: URGENT - Response Needed by Noon Monday, July 10, 2017

None in WPB

Mr. Gary Parker
Branch Chief, Workforce Planning
USEPA/OARM/OHR
(O) 202-564-7421
(M) Ex. 6 - Personal Privacy

From: Hart, Debbi
Sent: Friday, July 07, 2017 8:58 AM
To: Dean, StevenB <Dean.StevenB@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

I don't believe we have any in PPTD. Please confirm.

From: Hembrey, Cheri
Sent: Friday, July 07, 2017 8:45 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>; Brown, Rohn <brown.rohn@epa.gov>; Moore, Bobby <Moore.Bobby@epa.gov>; Shepherd, Jackie <Shepherd.Jackie@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: URGENT - Response Needed by Noon Monday, July 10, 2017
Importance: High

Hello, I need a list of employees on extended leave today. Please respond asap. Thanks,

Cheri' M. Hembrey, Director
EPA OHR/PMS
202/564-6223
Ex. 6 - Personal Privacy (mobile)
hembrey.cheri@epa.gov

Please excuse the large type, as it is for my benefit. Thank you.

From: Jablonski, Janice

Sent: Friday, July 07, 2017 7:18 AM

To: Collard, Erin <Collard.Erin@epa.gov>; Scola, Jennifer <Scola.Jennifer@epa.gov>; Hembrey, Cheri <Hembrey.Cheri@epa.gov>; Collins, BJ <Collins.BJ@epa.gov>; Burnett-Bakr, Robbin <Burnett-Bakr.Robbin@epa.gov>; Fletcher, Linda <Fletcher.Linda@epa.gov>; Hublar, Jennifer <Hublar.Jennifer@epa.gov>

Cc: Hardy, Michael <Hardy.Michael@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Legare, Pamela <Legare.Pamela@epa.gov>; Neal, Kerry <neal.kerry@epa.gov>; Petrole, Maryann <Petrole.Maryann@epa.gov>

Subject: URGENT - Response Needed by Noon Monday, July 10, 2017

All: in preparation for the upcoming notice regarding VERA/VSIP offerings, I need a list of employees who are currently on extended leave. Please send names and current addresses. I will need your response no later than noon on Monday, July 10. Thanks and let me know if you have any questions.

Jan Jablonski, Director

Administrative Operations and Stewardship Division

Office of Resources, Operations and Management

Office of Administration and Resources Management

3102A

Room 3353A WJCN

(202) 564-9922

Ex. 6 - Personal Privacy (cell)

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/19/2017 10:29:47 PM
To: Ramona Conway [Conway.Ramona@epa.gov]
CC: Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: Minor problem--

I was just trying to finalize my PeoplePlus for the next pay period and bc I'm compressed on the Monday of Memorial Day, PeoplePlus is forcing my holiday on Friday May 26th. I know the holidays get pushed but I thought the movement had to stay in a single pay period? Given that our next V/V submittal is May 24th, I will DEFINITELY be working on Friday May 26th. Do I need to change my compressed day to Tuesday May 30th? Thanks in advance! Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Helm, Arron [Helm.Arron@epa.gov]
Sent: 3/10/2017 3:57:41 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: For Your Review and Comment: Draft Reduction in Force Policy
Attachments: Comments for Draft RIF Policy_SSC-RTP.docx

Here is the complete comment document.

Message

From: Helm, Arron [Helm.Arron@epa.gov]
Sent: 3/10/2017 3:56:21 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: For Your Review and Comment: Draft Reduction in Force Policy
Attachments: Reduction in Force DRAFT Policy 1-28-13.doc; Comments for Draft RIF Policy 7-2013.doc

Here's the original draft policy we commented on.

Message

From: Helm, Arron [Helm.Arron@epa.gov]
Sent: 3/10/2017 2:27:56 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: FW: Competitive Level Codes - Recent History
Attachments: Comments for Draft RIF Policy 11-2013.docx; Sample Competitive Level Log Attachment 5 (2).docx; ESTABLISHING COMPETITIVE LEVELS ATTACHMENT 4.docx

Did Donna send this to you?

From: Helm, Arron
Sent: Wednesday, March 08, 2017 2:11 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Competitive Level Codes - Recent History

Ex. 5 - Deliberative Process

From: Crum, Kim
Sent: Wednesday, March 19, 2014 10:47 AM
To: Taylor, John <Taylor.John@epa.gov>
Cc: Helm, Arron <helm.aron@epa.gov>
Subject: FW: Proposed EPA competitive level code scheme

Mr. Taylor —

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Kim Crum
Human Resource Specialist (Classification)
Environmental Protection Agency
OARM, HR Shared Service Center - RTP, Branch B
MD-C639-02
Research Triangle Park, NC 27711
PH: 919-541-5667
Fax: 919-541-1360
crum.kim@epa.gov

OARM-RTP

SERVE. SOLVE. COLLABORATE.



CONFIDENTIALITY: This communication may contain privileged or other confidential information. If you are not the intended addressee, or believe you have received this communication in error, you may neither copy, disseminate, nor distribute it to anyone else or use it in any unauthorized manner; to do so is strictly prohibited and may be unlawful. If you receive this email by mistake, please advise the sender immediately by using the reply facility in your mail software and delete it from your computer. "Information in this message may be subject to the Privacy Act (5 USC 552a) and should be treated accordingly."

From: Crum, Kim
Sent: Tuesday, March 18, 2014 5:24 PM
To: Curtis, Lewis; Hunt, Loretta
Cc: Brosseau, Michelle; Roberts, Suzanne
Subject: Proposed EPA competitive level code scheme

Suzanne Roberts recommended that

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

As background:

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

CLC codes would be generated in this way:

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Please contact either Michelle Brosseau (also an HR Specialist (Classification) in RTP) or myself if you have any questions or we can provide more information. Thanks so much!

Kim Crum
Human Resource Specialist (Classification)
Environmental Protection Agency
OARM, HR Shared Service Center - RTP, Branch B
MD-C639-02
Research Triangle Park, NC 27711
PH: 919-541-5667
Fax: 919-541-1360
crum.kim@epa.gov

OARM-RTP

SERVE. SOLVE. COLLABORATE.



CONFIDENTIALITY: This communication may contain privileged or other confidential information. If you are not the intended addressee, or believe you have received this communication in error, you may neither copy, disseminate, nor distribute it to anyone else or use it in any unauthorized manner; to do so is strictly prohibited and may be unlawful. If you receive this email by mistake, please advise the sender immediately by using the reply facility in your mail software and delete it from your computer. "Information in this message may be subject to the Privacy Act (5 USC 552a) and should be treated accordingly."

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/14/2017 8:34:08 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: Any chance

Really quite surprising. I recycled my note to Wes and he let me know on the side that he got the award updated to include everybody in OHR. Not Marian tho—are you taking care of her? I really appreciated her offering to help us with comms when we were slammed.

From: Vizian, Donna
Sent: Friday, July 14, 2017 10:50 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: Any chance

Linda already did something ☺

From: Hart, Debbi
Sent: Friday, July 14, 2017 9:48 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: Any chance

We can get some recognition for the VERA/VSIP team (=Loretta, Jason, Gary, Marvin, Detha, Marian) responsible for building business case/templates/communications? Recall the previous V/V team did not get recognized for past rounds. Thanks for considering.

Also, how are you? Thank goodness it's Friday. I am tired.

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 3/30/2017 9:30:23 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: v1 VERA VISP material.docx
Attachments: v1 VERA VISP material dh and lh.docx

My one change is highlighted in yellow.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Thursday, March 30, 2017 4:56 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: FW: v1 VERA VISP material.docx
Importance: High

Can you take a look real quick look at my suggested edits on this one?

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Cooper, Marian
Sent: Thursday, March 30, 2017 11:54 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: v1 VERA VISP material.docx

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/30/2017 8:56:16 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: v1 VERA VISP material.docx
Attachments: v1 VERA VISP material (002).docx

Importance: High

Can you take a look real quick look at my suggested edits on this one?

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Cooper, Marian
Sent: Thursday, March 30, 2017 11:54 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: v1 VERA VISP material.docx

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/30/2017 8:10:32 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: v1 VERA VISP material.docx
Attachments: v1 VERA VISP material.docx

Importance: High

This is jacked up! I just spoke with Marian and apparently Matt revised it. I am fixing it now so wait for my edits.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Cooper, Marian
Sent: Thursday, March 30, 2017 11:54 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: v1 VERA VISP material.docx

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/30/2017 4:03:05 PM
To: Loretta Hunt [Hunt.Loretta@epa.gov]
Subject: FW: v1 FURLOUGH Material.docx
Attachments: v1 FURLOUGH Material.docx; v1 VERA VISP material.docx

Marian just sent these for our review- they were reformatted and tweaked. Let's double check quickly. Let me know if you have any concerns. We have until the end of the day...

From: Cooper, Marian
Sent: Thursday, March 30, 2017 11:54 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: v1 FURLOUGH Material.docx

Thanks

Message

From: Cooper, Marian [Cooper.Marian@epa.gov]
Sent: 3/30/2017 3:54:01 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: v1 VERA VISP material.docx
Attachments: v1 VERA VISP material.docx

Message

From: Cooper, Marian [Cooper.Marian@epa.gov]
Sent: 3/30/2017 3:53:43 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: v1 FURLOUGH Material.docx
Attachments: v1 FURLOUGH Material.docx

Thanks

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 3/29/2017 10:36:12 PM
To: Collins, BJ [Collins.BJ@epa.gov]; Atkinson, Ryan [Atkinson.Ryan@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Helm, Arron [Helm.Arron@epa.gov]
Subject: Workforce Information
Attachments: 3115_1.pdf; Reassignment Options.docx

BJ/Ryan,

Per today's meeting. I'm also attaching the CTAP policy.

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 3/29/2017 5:39:53 PM
To: Marian Cooper [Cooper.Marian@epa.gov]
Subject: FW: Furlough Guidance.docx
Attachments: Furlough Guidance (Hunt, Loretta).docx

As mentioned.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hunt, Loretta
Sent: Tuesday, March 28, 2017 1:15 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Re: Furlough Guidance.docx

Added, **Ex. 5 - Deliberative Process**

From: Hart, Debbi
Sent: Tuesday, March 28, 2017 1:02 PM
To: Hunt, Loretta
Subject: Fwd: Furlough Guidance.docx

Just off phone with Marian. Can you please take a look I don't think Initiates RIF language is right

Sent from my iPhone

Begin forwarded message:

From: "Cooper, Marian" <Cooper.Marian@epa.gov>
Date: March 28, 2017 at 12:53:15 PM EDT
To: "Hart, Debbi" <Hart.Debbi@epa.gov>
Cc: "Bell, Matthew" <Bell.Matthew@epa.gov>
Subject: Furlough Guidance.docx

Please let me know if this works. Thanks

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 3/28/2017 5:15:27 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: Furlough Guidance.docx
Attachments: Furlough Guidance (Hunt, Loretta).docx

Added, **Ex. 5 - Deliberative Process**

From: Hart, Debbi
Sent: Tuesday, March 28, 2017 1:02 PM
To: Hunt, Loretta
Subject: Fwd: Furlough Guidance.docx

Just off phone with Marian. Can you please take a look I don't think Initiates RIF language is right

Sent from my iPhone

Begin forwarded message:

From: "Cooper, Marian" <Cooper.Marian@epa.gov>
Date: March 28, 2017 at 12:53:15 PM EDT
To: "Hart, Debbi" <Hart.Debbi@epa.gov>
Cc: "Bell, Matthew" <Bell.Matthew@epa.gov>
Subject: Furlough Guidance.docx

Please let me know if this works. Thanks

Message

From: Cooper, Marian [Cooper.Marian@epa.gov]
Sent: 3/28/2017 4:53:15 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
CC: Bell, Matthew [Bell.Matthew@epa.gov]
Subject: Furlough Guidance.docx
Attachments: Furlough Guidance.docx

Please let me know if this works. Thanks

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/19/2017 3:53:25 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: Workforce Reshaping follow up

Below

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process Let me know if you are doing or you want me to do it. THX! How's Denver? Debbi

.....
Greetings All-

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Thank you again for your efforts. As always, please let me know if you have questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Vizian, Donna
Sent: Friday, May 12, 2017 3:57 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>
Subject: Workforce Reshaping follow up

Hi Everyone,

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Enjoy the weekend.

Donna

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 5/17/2017 6:35:46 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Standardized PDs and Safe Positions Message

Message to send out:

Ex. 5 - Deliberative Process

Standardized PDs

Ex. 5 - Deliberative Process

Identifying Safe Positions

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Tuesday, May 16, 2017 7:31 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: RE: V/V and Standardized PDs

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

V/V impact on standardized PDs

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Tuesday, May 16, 2017 7:04 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: RE: V/V and Standardized PDs

LOL—I did.

Ex. 5 - Deliberative Process

Shouldn't you be going home??

From: Hunt, Loretta
Sent: Tuesday, May 16, 2017 7:02 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: V/V and Standardized PDs

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hart, Debbi
Sent: Tuesday, May 16, 2017 6:57 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: FW: V/V and Standardized PDs

Ex. 5 - Deliberative Process

From: Helm, Arron
Sent: Tuesday, May 16, 2017 3:31 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: V/V and Standardized PDs

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

From: Hart, Debbi
Sent: Tuesday, May 16, 2017 1:12 PM
To: Helm, Arron <Helm.Arron@epa.gov>
Subject: FW: V/V and Standardized PDs
Importance: High

Hey— **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hunt, Loretta
Sent: Tuesday, May 16, 2017 10:45 AM
To: Engebretson, Lizabeth <Engebretson.Lizabeth@epa.gov>; Taylor, Jeremy <Taylor.Jeremy@epa.gov>; Bonner, Jerome

<Bonner.Jerome@epa.gov>

Cc: Carter, Rick <Carter.Rick@epa.gov>; Helm, Arron <Helm.Arron@epa.gov>; Schulman, Marvin
<Schulman.Marvin@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>

Subject: V/V and Standardized PDs

SSC Directors,

Ex. 5 - Deliberative Process

Thoughts?

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/12/2017 11:07:36 PM
To: Barber, Anthony [Barber.Anthony@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Anthony,

The attorney in LERD is reviewing the document to let us know what, if anything, can be redacted.

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Barber, Anthony
Sent: Wednesday, July 12, 2017 6:15 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Loretta,

I'm beginning to receive requests from staff and managers

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Anthony L. Barber, PE
Acting Human Capital Officer and Manager, HRF Unit
Director, Oregon Operations Office
US EPA Region 10
805 SW Broadway, Suite 500
Portland, OR 97205

Ex. 6 - Personal Privacy (phone)
503-326-3399 (fax)
barber.anthony@epa.gov

From: Hunt, Loretta
Sent: Wednesday, July 12, 2017 8:39 AM
To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>
Subject: URGENT: Latest Information on VERA/VSIP Notifications,
Importance: High

HR Community,

1. **Ex. 5 - Deliberative Process**
2. **Ex. 5 - Deliberative Process**
3. The application window for VERA/VSIP is 7/13/17 through 7/26/17.
4. An updated schedule is attached.
5. **Ex. 5 - Deliberative Process** Documents are attached.
6. The agency's business case and targeted position spreadsheet approved by OPM are attached.
7. **Ex. 5 - Deliberative Process**

If you have any questions or concerns, please contact me or Debbi Hart.

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 7/12/2017 11:04:01 PM
To: Vaughan, Pat [Vaughan.Pat@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Pat, **Ex. 5 - Deliberative Process**

Ex. 5 - Deliberative Process

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Vaughan, Pat
Sent: Wednesday, July 12, 2017 4:49 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Ex. 5 - Deliberative Process

Pat Vaughan
Director, Human Resources Division
ORD/Office of Administrative and Research Support
919-541-4912

Ex. 6 - Personal Privacy (cell)

<https://intranet.ord.epa.gov/oars/home>

From: Hunt, Loretta
Sent: Wednesday, July 12, 2017 11:39 AM
To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>
Subject: URGENT: Latest Information on VERA/VSIP Notifications,
Importance: High

HR Community,

1. **Ex. 5 - Deliberative Process**